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Navy-wide Personnel Survey (NPS) 1992: Statistical Tables for Officers

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Sharon K. Le

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Statistical Tables for Officers**

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Foreword

The Navy-wide Personnel Survey (NPS), which is administered annually, is one part of the Navy Personnel Survey System (NPSS) originated by the Navy Personnel Research and Development Center. The NPSS is designed to manage and control Navy personnel surveys to minimize intrusion into fleet and shore operations and to serve as a vehicle for attitude and survey research. The NPSS is composed of NPS, special surveys, and quick-response surveys. NPS 1992 examined the perceptions of personnel in a variety of areas including rotation/permanent change-of-station moves, training, quality-of-life programs, organizational climate, and health issues. The information is valuable to managers and policy makers in program formulation and evaluation.

NPS 1992 was conducted under the sponsorship of the Chief of Naval Personnel (PERS-00) within reimbursable Work Unit 93WRPS578. Data collection concluded in mid-February 1993 and the results of the survey were briefed to the Chief of Naval Personnel, his staff, and sponsors in early April 1993.

This technical note, one of a series documenting the results of NPS 1992, provides statistical tables for officers. NPRDC-TN-93-8 provides statistical tables for enlisted personnel. A management report (in process) and a series of special reports on specific survey topics will follow.

Any questions regarding this report should be directed to Emanuel P. Somer, Head, Survey Research Division, (619) 553-9248 or DSN 553-9248.

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Summary

The third annual Navy-wide Personnel Survey (NPS) was mailed in December 1992 to a random sample of 20,547 active duty enlisted personnel and officers. Completed questionnaires were accepted through mid-February 1993. The adjusted return rate was 49%. Survey topics included rotation/permanent change-of-station moves, training, quality-of-life programs, organizational climate, and health issues. Responses were weighted to allow generalization of sample results to the Navy population. Responses of officers are broken out by pay grade and other important demographic variables.

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Introduction

Problem

The morale and job performance of Navy members take on added importance in an era of downsizing, where each individual must contribute to the increased efficiency required of a reduced force in a still-hostile world. Navy members' attitudes and opinions represent input vital to the development and continuous improvement of Navy policies and programs; therefore, such opinions must be measured in a systematic and timely fashion, thus furnishing an accurate reflection of the views of its diverse and widespread membership.

Purpose

The annual Navy-wide Personnel Survey (NPS) was designed to collect opinion data on a systematic basis and to provide timely information on issues of importance to policy makers. The annual sampling, representative of the entire Navy population, will allow the identification and analysis of trends in opinions and attitudes toward plans, programs and policies which materially affect the performance and morale of Navy members. The survey was also designed to accommodate the study of topics of compelling interest on a one-time basis. This technical note provides officer personnel results of NPS 1992, the third administration of NPS.

Approach

NPS questionnaires were mailed in December 1992 to a random sample of 20,547 enlisted personnel and officers with a projected rotation date of February 1993 or later. Members who received the 1991 survey were not eligible for inclusion in the sample. The sampling represented approximately 4% of the enlisted population and 11% of the officer population. Of the original sample, 576 surveys could not be delivered. Reminder/thank you postcards were mailed to the entire sample 4 weeks after the surveys. The adjusted return rate was 49%. Deletion of cases with nonvalid response patterns resulted in a final sample size of 9,674. Unadjusted return rates for pay grade groups, total enlisted, and total officer groups are displayed in Table 1.

The survey requested demographic information and measured military members' attitudes and opinions in various areas, including rotation/permanent change-of-station moves, training, quality-of-life programs, organizational climate, and health issues. Of the total 243 questions, 106 questions appeared on both the 1991 and 1992 surveys. Fifty-eight questions appeared in NPS all 3 years.

Table 1

Return Rates for Pay Grade Groups

Pay Grade Group	Population N	Surveys Sent	% Return^a
Enlisted			
E-2 and E-3	107,336	3,566	18
E-4 through E-6	297,122	9,361	42
E-7 through E-9	52,951	1,965	70
Total	457,409	14,892	40
Officers			
W-2 through W-5	2,911	493	72
O-1 through O-3 ^b	42,167	2,954	61
O-3 through O-6	26,263	2,208	75
Total	71,341	5,655	67

^aPercent return was calculated without adjustment for surveys which could not be delivered.

^bIncludes O-1E through O-3E.

This technical note provides the 1992 results in statistical tables for officers, while a companion technical note (Quenette, Steerman & Le, 1993) provides enlisted personnel statistical tables. A management report (in process) and a series of special reports on specific survey topics will follow. Results of previous surveys are documented in Quenette, Kalus, Hase, & Brinderson (1991a, 1991b, 1991c, 1991d), Quenette (1992), Quenette, et al., (1992a, 1992b), and Wilcove & Quenette (1992a, 1992b).

The statistical tables are based on weighted data. Responses were weighted by pay grade to reflect each pay grade's actual proportion in the Navy, thereby allowing generalization of sample results to the entire Navy. Separate weighting schemes were employed for enlisted and officer personnel; within the enlisted/officer groups, each pay grade was weighted separately.

For statistical analyses, enlisted personnel were grouped according to pay grade: (1) E-2 and E-3; (2) E-4 through E-6; and (3) E-7 through E-9. Individuals in pay grade E-1 at the time of the survey were excluded because of their limited time in the Navy. Officers were assigned to one of three groups: (1) W-2 through W-5; (2) O-1E through O-3E and O-1 through O-3; and (3) O-4 through O-6.

Organization

The sequence of statistical tables in this technical note corresponds to the sequence of the questions in the NPS 1992. (A copy of the NPS 1992 appears in the appendix. Total percentages, or marginals, are provided with the NPS questionnaire in the appendix.) For questions that allow the respondent to select a "Does not apply" option, the results are displayed with and without that option. In addition, some questions were broken out by other demographic variables, and those results are displayed as well.

Margin of Error

The statistical tables show the numbers and percentages of (weighted) subgroups selecting each response option. Tabulated results are accurate (at a 95% level of confidence) within the margins of error displayed in Table 2. For example, for the W-2 through W-5 pay grade group, the true population percentage could be as much as 5% higher or lower than the value displayed in the tables. These margins of error are valid for the respondent groups listed below; smaller group sizes would yield larger margins of error.

Table 2
Margin of Error for Selected Groups of Officers

Group	Sample Sizes		%
	Unweighted	Weighted	Error ^a
Gender			
Males	3,323	3,257	<u>+02</u>
Females	444	511	<u>+05</u>
Marital Status			
Married	2,887	2,735	<u>+02</u>
Single	877	1,029	<u>+03</u>
Race			
White	3,446	3,433	<u>+02</u>
Black	154	168	<u>+08</u>
Other	152	152	<u>+08</u>
Pay Grade			
W-2 through W-5	352	156	<u>+05</u>
O-1 through O-3 ^b	1,783	2,229	<u>+02</u>
O-4 through O-6	1,637	1,388	<u>+02</u>

^aErrors calculated at 95% confidence level.

^bIncludes O-1E through O-3E.

How to Read the Statistical Tables

The information contained in each statistical table is described in Figure 1.

1. Question number and description of question.
2. Number and description of question from which respondent groups are derived.
3. Respondent groups.
4. Response options.
5. N: (Weighted) number of responses.
6. Column percent: For a given (weighted) respondent group, the column percent provides a distribution of responses across response options.
7. Total number (weighted) of respondents in group.

Q5 MARITAL STATUS					OFFICER
					Q20 PAY GRADE
					CWO 01-03 04-06
NEVER BEEN MARRIED	1.1%	33.1%	6.3%		
N	2	735	88		
MARRIED	89.4%	62.6%	86.8%		
N	139	1392	1204		
SEPARATED/DIVORCED	8.1%	4.2%	6.6%		
N	13	93	91		
WIDOWED	1.4%	.1%	.2%		
N	2	2	3		
Column Total	100.0%	100.0%	100.0%		
N	156	2222	1386		

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Figure 1. Statistical table for Question 5.

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Statistical Tables for Officers

Q1 GENDER

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
MALE	97.5%	84.1%	89.0%
N	152	1872	1233
FEMALE	2.5%	15.9%	11.0%
N	4	355	153
Column Total	100.0%	100.0%	100.0%
N	156	2227	1385

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q1 GENDER

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
MALE	86.4%	80.4%	94.1%	100.0%	91.1%
	2964	135	81	10	51
FEMALE	13.6%	19.6%	5.9%		8.9%
	467	33	5		5
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
	3431	168	86	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q1 GENDER

Q3 ETENIC BACKGROUND					
	MEXICAN, CHICANO, MEX-AMER	PUERTO RICAN	CUBAN	OTHER SPANISH / HISPANIC	JAPANESE
MALE	78.9%	77.3%	92.3%	77.4%	100.0%
N	31	20	12	30	16
FEMALE	21.1%	22.7%	7.7%	22.6%	
N	8	6	1	9	
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	39	26	13	38	16

(continued)

Q3 ETENIC BACKGROUND					
	CHINESE	KOREAN	VIETNAMESE	ASIAN INDIAN	FILIPINO
MALE	83.0%	100.0%	76.6%	88.5%	95.8%
N	12	7	4	4	45
FEMALE	17.0%		23.4%	11.5%	4.2%
N	3		1	1	2
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	15	7	5	5	47

(continued)

Q3 ETENIC BACKGROUND				
	PACIFIC ISLANDER	ESKIMO/ALE UT	OTHER, NOT LISTED	NONE OF THE ABOVE
MALE	100.0%		86.9%	86.3%
N	7		586	2397
FEMALE		100.0%	13.1%	13.7%
N		1	89	381
Column Total	100.0%	100.0%	100.0%	100.0%
N	7	1	675	2778

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q1 GENDER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
MALE	75.9%	90.8%	71.5%	76.7%
N	626	2481	141	6
FEMALE	24.1%	9.2%	28.5%	23.3%
N	199	251	56	2
Column Total	100.0%	100.0%	100.0%	100.0%
N	825	2732	197	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q1 GENDER

OFFICER

Q68 NAVY CAREER PLANS							
	DEF STAY TIL RETR	PRB STAY TIL RETR	DONT KNOW	PROB NOT STAY	DEF NOT STAY	ELIGBL NOW & LEAV	ELIGBL NOW & NO DECSN
MALE	86.9%	82.6%	82.9%	80.7%	85.3%	95.1%	96.5%
N	1141	453	536	258	282	144	429
FEMALE	13.1%	17.4%	17.1%	19.3%	14.7%	4.9%	3.5%
N	172	95	111	62	49	7	16
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
N	1312	548	647	320	331	152	444

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q2 RACE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
WHITE	83.0%	89.8%	95.1%
N	129	1991	1313
BLK/AFRCN			
AMERICAN	5.5%	5.6%	2.6%
N	8	124	36
ASIAN	7.1%	2.6%	1.3%
N	11	58	17
AMERICAN INDIAN	.8%	.3%	.2%
N	1	6	3
OTHER	3.7%	1.7%	.9%
N	6	39	12
Column Total	100.0%	100.0%	100.0%
N	155	2218	1381

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q2 RACE

	Q1 GENDER	
	MALE	FEMALE
WHITE	91.4%	91.6%
N	2964	467
BLK/AFRCN		
AMERICAN	4.2%	6.4%
N	135	33
ASIAN	2.5%	1.0%
N	81	5
AMERICAN INDIAN	.3%	
N	10	
OTHER	1.6%	1.0%
N	51	5
Column Total	100.0%	100.0%
N	3242	510

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q2 RACE

Q4 HIGHEST LEVEL OF EDUCATION					
	ALTERNATE DEGREE, GED	HIGH SCHOOL GRADUATE	SOME COLLEGE, NO DEGREE	2 YEAR DEGREE	4 YEAR DEGREE OR MORE
WHITE	86.6%	85.7%	90.1%	84.1%	92.0%
N	13	68	183	100	3061
BLK/AFRCN					
AMERICAN	3.5%	8.0%	4.2%	7.4%	4.3%
N	1	6	8	9	144
ASIAN	2.4%	2.6%	2.1%	6.4%	2.2%
N	0	2	4	8	72
AMERICAN INDIAN		.2%	.9%		.3%
N		0	2		8
OTHER	7.5%	3.4%	2.8%	2.1%	1.3%
N	1	3	6	3	44
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	15	80	203	119	3329

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q2 RACE

OFFICER

Q68 NAVY CAREER PLANS							
	DEF STAY TIL RETR	PRB STAY TIL RETR	DONT KNOW	PROB NOT STAY	DEF NOT STAY	ELIGBL NOW & LEAV	ELIGBL NOW & NO DECSN
WHITE N	90.8% 1189	92.6% 508	89.7% 576	90.9% 288	91.8% 303	93.7% 141	94.1% 417
BLK/AFRCN AMERICAN N	5.4% 71	3.4% 19	5.1% 33	5.1% 16	3.8% 12	2.3% 3	2.8% 12
ASIAN N	2.5% 32	1.6% 9	2.2% 14	2.8% 9	3.6% 12	1.6% 2	1.5% 7
AMERICAN INDIAN N	.1% 1	.2% 1	.6% 4	.7% 2		.9% 1	.1% 0
OTHER N	1.2% 16	2.2% 12	2.3% 15	.5% 2	.8% 3	1.5% 2	1.6% 7
Column Total N	100.0% 1309	100.0% 549	100.0% 642	100.0% 317	100.0% 330	100.0% 150	100.0% 443

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q3 ETHNICITY

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
MEXICAN, CHICANO, MEX-AMER	.9%	1.5%	.4%
N	1	32	6
PUERTO RICAN	.2%	1.0%	.3%
N	0	22	4
CUBAN	1.0%	.4%	.1%
N	1	9	2
OTHER SPANISH / HISPANIC	.2%	1.2%	.8%
N	0	27	11
JAPANESE	1.0%	.3%	.6%
N	1	7	8
CHINESE		.6%	.1%
N		13	1
KOREAN		.2%	.1%
N		5	2
VIETNAMESE		.2%	
N		5	
ASIAN INDIAN		.1%	.2%
N		3	2
FILIPINO	6.2%	1.4%	.5%
N	9	31	6
PACIFIC ISLANDER	.6%	.2%	.1%
N	1	5	2
ESKIMO/ALEUT		.1%	
N		1	
OTHER, NOT LISTED	16.0%	17.8%	19.6%
N	25	384	266
NONE OF THE ABOVE	73.9%	74.8%	77.2%
N	113	1618	1048
Column Total	100.0%	100.0%	100.0%
N	153	2162	1358

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q3 ETHNICITY

	Q1 GENDER	
	MALE	FEMALE
MEXICAN, CHICANO, MEX-AMER N	1.0% 31	1.7% 8
PUERTO RICAN N	.6% 20	1.2% 6
CUBAN N	.4% 12	.2% 1
OTHER SPANISH / HISPANIC N	.9% 30	1.7% 9
JAPANESE N	.5% 16	
CHINESE N	.4% 12	.5% 3
KOREAN N	.2% 7	
VIETNAMESE N	.1% 4	.2% 1
ASIAN INDIAN N	.1% 4	.1% 1
FILIPINO N	1.4% 45	.4% 2
PACIFIC ISLANDER N	.2% 7	
ESKIMO/ALEUT N		.2% 1
OTHER, NOT LISTED N	18.5% 586	17.7% 89
NONE OF THE ABOVE N	75.6% 2397	76.1% 381
Column Total N	100.0% 3171	100.0% 501

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q3 ETHNICITY

Q4 HIGHEST LEVEL OF EDUCATION					
	ALTERNATE DEGREE, GED	HIGH SCHOOL GRADUATE	SOME COLLEGE, NO DEGREE	2 YEAR DEGREE	4 YEAR DEGREE OR MORE
MEXICAN, CHICANO, MEX-AMER N		1.9% 1	.3% 1	1.2% 1	1.1% 36
PUERTO RICAN N			.2% 0		.8% 26
CUBAN N					.4% 13
OTHER SPANISH / HISPANIC N	6.5% 1		.7% 1	1.2% 1	1.1% 34
JAPANESE N		1.3% 1		2.2% 3	.4% 12
CHINESE N					.5% 15
KOREAN N					.2% 7
VIETNAMESE N					.1% 5
ASIAN INDIAN N					.2% 5
FILIPINO N	2.4% 0	1.4% 1	2.2% 4	4.3% 5	1.1% 36
PACIFIC ISLANDER N	1.1% 0	1.9% 1	.6% 1	.3% 0	.1% 4
ESKIMO/ALEUT N					.0% 1
OTHER, NOT LISTED N	5.6% 1	13.7% 11	18.1% 36	13.9% 16	18.8% 611
NONE OF THE ABOVE N	84.4% 13	79.7% 61	77.9% 155	77.0% 91	75.3% 2453
Column Total N	100.0% 15	100.0% 77	100.0% 199	100.0% 118	100.0% 3258

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q3 ETHNICITY

OFFICER

Q68 NAVY CAREER PLANS							
	DEF STAY TIL RETR	PRB STAY TIL RETR	DONT KNOW	PROB NOT STAY	DEF NOT STAY	ELIGBL NOW & LEAV	ELIGBL NOW & NO DECSN
Q3 ETHNIC BACKGROUND							
MEXICAN, CHICANO, MEX-AMER N	1.3% 16	1.2% 6	1.0% 6	1.5% 4	.9% 3	.2% 0	.5% 2
PUERTO RICAN N	.8% 11	.8% 4	.9% 6	.8% 3	1.0% 3		.0% 0
CUBAN N	.4% 5	.2% 1	.7% 4	.3% 1	.3% 1		
OTHER SPANISH / HISPANIC N	1.0% 13	2.1% 11	1.5% 9	.4% 1	.5% 2	.7% 1	.2% 1
JAPANESE N	.4% 6	.5% 3	.3% 2		1.0% 3	1.2% 2	
CHINESE N	.2% 2	.3% 1	.4% 3	1.5% 5	.8% 3	.4% 1	.3% 1
KOREAN N	.1% 1		.6% 4		.4% 1		
VIETNAMESE N	.1% 1		.3% 2	.5% 1			
ASIAN INDIAN N	.3% 4		.2% 1				
FILIPINO N	1.6% 20	.8% 5	1.3% 8	.9% 3	1.8% 6		1.3% 6
PACIFIC ISLANDER N	.2% 2	.2% 1	.2% 1				.7% 3
ESKIMO/ALEUT N				.4% 1			
OTHER, NOT LISTED N	19.4% 247	18.4% 98	17.1% 108	18.4% 57	18.9% 60	16.1% 24	17.4% 77
NONE OF THE ABOVE N	74.3% 945	75.5% 404	75.4% 478	75.5% 233	74.2% 236	81.4% 122	79.6% 351
Column Total N	100.0% 1272	100.0% 535	100.0% 635	100.0% 309	100.0% 318	100.0% 150	100.0% 441

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q4 HIGHEST LEVEL OF EDUCATION

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
ALTERNATE DEGREE, GED	3.3%	.4%	.1%
N	5	8	2
HIGH SCHOOL GRADUATE	18.2%	1.9%	.8%
N	28	41	11
SOME COLLEGE, NO DEGREE	41.0%	5.1%	2.1%
N	63	112	29
2 YEAR DEGREE	24.0%	3.2%	.9%
N	37	71	13
4 YEAR DEGREE OR MORE	13.5%	89.5%	96.0%
N	21	1991	1332
Column Total	100.0%	100.0%	100.0%
N	153	2223	1387

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q4 HIGHEST LEVEL OF EDUCATION

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
ALTERNATE DEGREE, GED	.4%	.3%	.4%		2.0%
N	13	1	0		1
HIGH SCHOOL GRADUATE	2.0%	3.8%	2.4%	1.6%	4.9%
N	68	6	2	0	3
SOME COLLEGE, NO DEGREE	5.4%	5.0%	5.0%	16.9%	10.0%
N	183	8	4	2	6
2 YEAR DEGREE	2.9%	5.2%	8.8%		4.5%
N	100	9	8		3
4 YEAR DEGREE OR MORE	89.3%	85.6%	83.3%	81.6%	78.6%
N	3061	144	72	8	44
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3426	168	86	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q4 HIGHEST LEVEL OF EDUCATION

OFFICER

Q3 ETHNIC BACKGROUND					
	MEXICAN, CHICANO, MEX-AMER	PUERTO RICAN	CUBAN	OTHER SPANISH / HISPANIC	JAPANESE
ALTERNATE DEGREE, GED N				2.5% 1	
HIGH SCHOOL GRADUATE N	3.8% 1				6.2% 1
SOME COLLEGE, NO DEGREE N	1.8% 1	1.2% 0		3.9% 1	
2 YEAR DEGREE N	3.6% 1			3.7% 1	16.3% 3
4 YEAR DEGREE OR MORE N	90.9% 36	98.8% 26	100.0% 13	89.9% 34	77.5% 12
Column Total N	100.0% 39	100.0% 26	100.0% 13	100.0% 38	100.0% 16

(continued)

Q3 ETHNIC BACKGROUND					
	CHINESE	KOREAN	VIETNAMESE	ASIAN INDIAN	FILIPINO
ALTERNATE DEGREE, GED N					.8% 0
HIGH SCHOOL GRADUATE N					2.4% 1
SOME COLLEGE, NO DEGREE N					9.2% 4
2 YEAR DEGREE N					10.7% 5
4 YEAR DEGREE OR MORE N	100.0% 15	100.0% 7	100.0% 5	100.0% 5	76.9% 36
Column Total N	100.0% 15	100.0% 7	100.0% 5	100.0% 5	100.0% 47

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

(continued)

Q4 HIGHEST LEVEL OF EDUCATION

	Q3 ETHNIC BACKGROUND			
	PACIFIC ISLANDER	ESKIMO/ALE UT	OTHER, NOT LISTED	NONE OF THE ABOVE
ALTERNATE DEGREE, GED	2.2%		.1%	.5%
N	0		1	13
HIGH SCHOOL GRADUATE	19.8%		1.6%	2.2%
N	1		11	61
SOME COLLEGE, NO DEGREE	14.9%		5.3%	5.6%
N	1		36	155
2 YEAR DEGREE	4.9%		2.4%	3.3%
N	0		16	91
4 YEAR DEGREE OR MORE	58.2%	100.0%	90.6%	88.5%
N	4	1	611	2453
Column Total	100.0%	100.0%	100.0%	100.0%
N	7	1	675	2772

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q5 MARITAL STATUS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NEVER BEEN MARRIED N	1.1% 2	33.1% 735	6.3% 88
MARRIED N	89.4% 139	62.6% 1392	86.8% 1204
SEPARATED/ DIVORCED N	8.1% 13	4.2% 93	6.6% 91
WIDOWED N	1.4% 2	.1% 2	.2% 3
Column Total N	100.0% 156	100.0% 2222	100.0% 1386

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q5 MARITAL STATUS

OFFICER

Q68 NAVY CAREER PLANS							
	DEF STAY TIL RETR	PRB STAY TIL RETR	DONT KNOW	PROB NOT STAY	DEF NOT STAY	ELIGBL NOW & LEAV	ELIGBL NOW & NO DECSN
NEVER BEEN MARRIED N	8.6% 113	22.4% 123	44.3% 286	43.0% 137	41.7% 137	5.8% 9	3.9% 17
MARRIED N	84.1% 1102	73.9% 406	52.5% 339	52.0% 166	56.2% 185	86.1% 130	88.8% 394
SEPARATED/ DIVORCED N	7.2% 94	3.7% 20	3.3% 21	4.5% 14	2.1% 7	7.7% 12	6.4% 29
WIDOWED N	.1% 1			.5% 2		.4% 1	.8% 4
Column Total N	100.0% 1310	100.0% 550	100.0% 647	100.0% 320	100.0% 329	100.0% 152	100.0% 444

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q6 RELIGION

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
CATHOLIC	33.8%	35.2%	31.5%
N	53	782	437
PROTESTANT	47.0%	48.0%	52.4%
N	73	1067	727
JEWISH	.2%	.8%	1.6%
N	0	18	23
ORTHODOX CHURCHES		.7%	.5%
N		15	7
MUSLIM	.2%	.0%	.1%
N	0	1	1
BUDDHIST	.5%	.1%	.4%
N	1	2	6
MORMON	3.5%	1.0%	.9%
N	5	21	12
OTHER RELIGION	1.1%	3.2%	2.3%
N	2	71	32
NO PREFERENCE	13.6%	11.0%	10.2%
N	21	244	142
Column Total	100.0%	100.0%	100.0%
N	156	2221	1386

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q7 DO YOU OR MILITARY SPOUSE HAVE DEPENDENTS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	91.1%	86.1%	86.7%
N	121	1119	967
NONE	2.2%	6.4%	3.2%
N	3	83	35
LIVING WITH	12.8%	8.5%	10.4%
N	17	111	116
NOT LIVING WITH	1.2%	1.1%	1.4%
N	2	14	16
LEGAL WARDS WITH		.1%	
N		1	
DEPNONT PARENTS	.3%		.1%
N	0		1
Column Total	100.0%	100.0%	100.0%
N	132	1300	1116

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q7 DO YOU OR YOUR MILITARY SPOUSE HAVE DEPENDENTS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NONE	14.0%	40.4%	21.4%
N	3	83	35
LIVING WITH	80.1%	54.1%	69.9%
N	17	111	116
NOT LIVING WITH	7.7%	7.1%	9.7%
N	2	14	16
LEGAL WARDS WITH		.5%	
N		1	
DEPDNT PARENTS	1.7%		.6%
N	0		1
Column Total	100.0%	100.0%	100.0%
N	21	204	165

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q8 DO YOU HAVE ANY DEPENDENTS

	Q20 PAY GRADE		
	CWO	01-03	04-06
NONE	3.1%	37.2%	11.1%
N	4	751	140
SPOUSE	78.6%	54.3%	76.7%
N	112	1096	969
CHILDREN WITH	74.8%	38.5%	69.3%
N	107	778	875
CHILDREN NT W/	14.3%	4.8%	11.5%
N	21	97	145
LEGAL WARDS W/	.1%		.1%
N	0		2
PARENTS	1.1%	.4%	.9%
N	2	8	12
Column Total	100.0%	100.0%	100.0%
N	143	2018	1263

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q8 DO YOU HAVE ANY DEPENDENTS

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
SPOUSE	81.1%	86.0%	86.0%
N	112	1096	969
CHILDREN WITH	77.3%	61.0%	77.7%
N	107	778	875
CHILDREN NT W/	14.8%	7.6%	12.9%
N	21	97	145
LEGAL WARDS W/	.1%		.1%
N	0		2
PARENTS	1.1%	.6%	1.0%
N	2	8	12
Column Total	100.0%	100.0%	100.0%
N	139	1274	1126

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO DEPENDENTS IN DEERS OPTION OMITTED

Q8 DO YOU HAVE ANY DEPENDENTS

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NONE	98.1%	1.9%	47.1%	80.5%
N	751	48	89	6
SPOUSE		87.6%	11.6%	
N		2152	22	
CHILDREN WITH	1.0%	69.5%	22.2%	19.5%
N	8	1709	42	1
CHILDREN NT W/	.6%	8.2%	29.1%	
N	5	202	55	
LEGAL WARDS W/		.1%		
N		2		
PARENTS	.4%	.7%	.2%	
N	3	18	0	
Column Total	100.0%	100.0%	100.0%	100.0%
N	766	2458	189	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q8 DO YOU HAVE ANY DEPENDENTS

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
SPOUSE		88.9%	21.9%	
N		2152	22	
CHILDREN WITH	52.4%	70.6%	41.9%	100.0%
N	8	1709	42	1
CHILDREN NT W/	33.1%	8.4%	55.0%	
N	5	202	55	
LEGAL WARDS W/		.1%		
N		2		
PARENTS	22.2%	.7%	.4%	
N	3	18	0	
Column Total	100.0%	100.0%	100.0%	100.0%
N	14	2420	100	1

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO DEPENDENTS IN DEERS OPTION OMITTED

Q9 CHILDREN UNDER 21 IN DEERS LIVNG IN HOUSE

Q20 PAY GRADE			
	CWO	01-03	04-06
YES	72.8%	37.6%	67.2%
N	113	839	932
NO	27.2%	62.4%	32.8%
N	42	1390	456
Column Total	100.0%	100.0%	100.0%
N	156	2229	1388

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

OFFICER

Q9A CHILDREN UNDER 6 WEEKS IN DEERS LIVNG IN HOUSE

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
1 CHILD	100.0%	95.9%	87.3%
N	1	26	13
2 CHILDREN		4.1%	6.4%
N		1	1
5 CHILDREN			6.4%
N			1
Column Total	100.0%	100.0%	100.0%
N	1	27	15

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q9B CHILDREN 6 WEEKS-12 MONTHS IN DEERS LIVING IN HOUSE

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
1 CHILD	69.6%	97.2%	97.5%
N	4	134	69
2 CHILDREN	30.4%	2.8%	1.2%
N	2	4	1
5 CHILDREN			1.4%
N			1
Column Total	100.0%	100.0%	100.0%
N	6	138	71

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q9C CHILDREN 13-24 MONTHS IN DEERS LIVING IN HOUSE

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
1 CHILD	95.2%	97.1%	97.6%
N	7	160	73
2 CHILDREN	4.8%	2.9%	2.4%
N	0	5	2
Column Total	100.0%	100.0%	100.0%
N	8	165	75

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q9D CHILDREN 25-35 MONTHS IN DEERS LIVNG IN HOUSE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
1 CHILD	100.0%	97.6%	96.9%
N	8	150	91
2 CHILDREN		2.4%	2.1%
N		4	2
5 CHILDREN			1.0%
N			1
Column Total	100.0%	100.0%	100.0%
N	8	153	94

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q9E CHILDREN 3-5 YEARS IN DEERS LIVING IN HOUSE

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
1 CHILD	100.0%	82.9%	89.2%
N	18	242	239
2 CHILDREN		17.1%	10.5%
N		50	28
3 CHILDREN			.3%
N			1
Column Total	100.0%	100.0%	100.0%
N	18	292	268

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q9F CHILDREN 6-9 YEARS IN DEERS LIVING IN HOUSE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
1 CHILD	75.4%	77.7%	75.2%
N	33	213	269
2 CHILDREN	24.3%	21.9%	23.9%
N	11	60	86
3 CHILDREN	.4%	.4%	.7%
N	0	1	3
5 CHILDREN			.2%
N			1
Column Total	100.0%	100.0%	100.0%
N	44	275	358

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q9G CHILDREN 10-12 YEARS IN DEERS LIVING IN HOUSE

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
1 CHILD	89.4%	89.0%	85.5%
N	33	153	237
2 CHILDREN	10.6%	11.0%	13.2%
N	4	19	37
3 CHILDREN			.7%
N			2
4 CHILDREN			.3%
N			1
5 CHILDREN			.4%
N			1
Column Total	100.0%	100.0%	100.0%
N	37	172	277

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q9H CHILDREN 13-15 YEARS IN DEERS LIVNG IN HOUSE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
1 CHILD	90.5%	82.7%	83.0%
N	41	80	206
2 CHILDREN	9.5%	13.9%	15.7%
N	4	13	39
3 CHILDREN		1.2%	.3%
N		1	1
5 CHILDREN		2.3%	1.0%
N		2	2
Column Total	100.0%	100.0%	100.0%
N	46	96	248

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q9I CHILDREN 16-21 YEARS IN DEERS LIVING IN HOUSE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
1 CHILD N	82.2% 38	88.0% 76	72.2% 194
2 CHILDREN N	14.6% 7	8.1% 7	25.5% 69
3 CHILDREN N	3.2% 1	1.3% 1	2.3% 6
5 CHILDREN N		2.6% 2	
Column Total N	100.0% 46	100.0% 86	100.0% 269

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q10 IS SPOUSE EMPLOYED FULL OR PART TIME

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
DOES NOT APPLY	27.2%	42.2%	44.2%
N	38	585	528
FULL TIME	50.3%	39.8%	35.7%
N	69	552	426
PART TIME	22.5%	18.0%	20.1%
N	31	249	240
Column Total	100.0%	100.0%	100.0%
N	138	1386	1194

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q10 SPOUSE EMPLOYED FULL OR PART TIME

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
FULL TIME	69.1%	68.9%	64.0%
N	69	552	426
PART TIME	30.9%	31.1%	36.0%
N	31	249	240
Column Total	100.0%	100.0%	100.0%
N	101	801	666

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q11 SPOUSES EMPLOYMENT SITUATION

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
MILITARY	3.0%	8.2%	5.9%
N	4	113	70
FEDERAL CIVIL SERVICE	9.3%	3.8%	6.6%
N	13	53	78
CIVILIAN JOB	57.6%	41.7%	39.6%
N	79	575	470
SELF-EMPLOYED AT HOME	3.4%	3.9%	3.9%
N	5	54	47
NOT EMPLOYED, BY CHOICE	21.8%	30.8%	36.3%
N	30	425	431
NOT EMPLOYED, BUT ACTIVELY JOB HUNTING	3.9%	7.3%	4.8%
N	5	100	57
NOT EMPLOYED- OTHER REASONS	1.0%	4.3%	3.0%
N	1	59	35
Column Total	100.0%	100.0%	100.0%
N	137	1379	1186

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q12 SPOUSES CONTRIBUTION

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NONE	25.6%	40.6%	41.4%
N	35	563	493
HALF OR LESS OF MINE	56.9%	37.1%	44.4%
N	78	513	529
ABOUT THREE-FOURTHS OF MINE	7.4%	8.6%	5.8%
N	10	118	68
ABOUT EQUAL TO MINE	6.1%	9.4%	5.4%
N	8	130	64
GREATER THAN MINE	4.0%	4.3%	3.0%
N	5	60	36
Column Total	100.0%	100.0%	100.0%
N	137	1384	1191

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q-2 SPOUSES CONTRIBUTION

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
HALF OR LESS OF MINE	76.5%	62.5%	75.8%
N	78	513	529
ABOUT THREE-FOURTHS OF MINE	10.0%	14.4%	9.8%
N	10	118	68
ABOUT EQUAL TO MINE	8.2%	15.8%	9.2%
N	8	130	64
GREATER THAN MINE	5.4%	7.3%	5.2%
N	5	60	36
Column Total	100.0%	100.0%	100.0%
N	102	822	697

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NONE, SPOUSE NOT EMPLOYED OPTION OMITTED

Q13 ACCOMPANIED

Q20 PAY GRADE			
	CWO	O1-03	O4-06
DOES NOT APPLY/ NO DEPENDENTS	5.1%	37.8%	12.3%
N	8	830	170
ACCOMPANIED	80.1%	58.6%	80.7%
N	123	1287	1113
TEMPORARILY UNACCOMPANIED	1.3%	.5%	.9%
N	2	11	13
REQUIRED		.2%	.2%
N		5	3
DEPENDENTS NOT SPONSORED	1.0%	.3%	.1%
N	1	6	1
PERMANENTLY UNACCOMPANIED BY CHOICE	12.5%	2.6%	5.7%
N	19	56	79
Column Total	100.0%	100.0%	100.0%
N	153	2196	1379

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q13 ACCOMPANIED

OFFICER

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
ACCOMPANIED	84.4%	94.3%	92.1%
N	123	1287	1113
TEMPORARILY			
UNACCOMPANIED	1.4%	.8%	1.1%
N	2	11	13
REQUIRED		.3%	.3%
N		5	3
DEPENDENTS NOT			
SPONSORED	1.0%	.4%	.1%
N	1	6	1
PERMANENTLY			
UNACCOMPANIED			
BY CHOICE	13.2%	4.1%	6.5%
N	19	56	79
Column Total	100.0%	100.0%	100.0%
N	146	1365	1209

**NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED**

Q14 REASON UNACCOMPANIED

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
SPOUSE EMPLYMT	30.8%	27.3%	52.8%
N	6	15	40
HOME OWNER	47.6%	29.9%	42.5%
N	9	16	32
AVAIL OF MIL HOUSING	3.8%	3.1%	8.0%
N	1	2	6
AVL\ COST CIV HOUSE	20.0%	13.9%	8.9%
N	4	8	7
CHLDRNS SCHL	31.7%	25.2%	26.0%
N	6	14	20
CMMNTY TIES	5.5%	9.3%	13.5%
N	1	5	10
COST OF MOVE	10.4%		7.4%
N	2		6
WRK SCHDL FMLY	11.5%	4.6%	15.2%
N	2	3	11
AVAIL OF SVCS SPCL NEEDS	2.8%		2.1%
N	1		2
AVAIL OF ACTVTY FOR FAM	.8%	3.1%	1.3%
N	0	2	1
INADAQTE TIME TO MOVE	8.5%	4.1%	1.3%
N	2	2	1
LENGTH OF NEW ASSGMNT	14.3%	4.6%	8.8%
N	3	3	7
OTHER	53.2%	54.0%	28.0%
N	10	29	21
Column Total	100.0%	100.0%	100.0%
N	19	54	76

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q15 WHICH DESCRIBES PLACE WHERE YOU LIVE NOW

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
MIL FAMILY HOUSING	25.4%	15.5%	16.2%
N	39	343	223
GOVT LEASED HOUSING	.7%	.8%	.1%
N	1	18	2
OWNED HOUSING	47.1%	27.5%	52.3%
N	73	607	722
RENTED HOUSING	12.8%	45.9%	26.3%
N	20	1015	363
RENTED SPACE IN MOBILE HOME			
PRK	1.3%	.3%	
N	2	6	
SHARED RENTAL HOUSING	.2%	5.5%	.5%
N	0	122	6
ON A SHIP	6.5%	1.3%	.9%
N	10	28	12
BACHELORS QUARTERS-BQ	5.9%	2.6%	3.1%
N	9	58	43
OTHER		.7%	.6%
N		14	8
Column Total	100.0%	100.0%	100.0%
N	155	2211	1380

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q16 CURRENT MILITARY STATUS

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
USN	99.9%	70.4%	87.7%
N	155	1566	1217
USNR	.1%	28.3%	5.5%
N	0	630	76
USNR-TAR		1.3%	6.2%
N		29	86
USNR-265-TEMAC- CANVASSER RECRTR-ACDUTRA		.0%	.6%
N		1	8
Column Total	100.0%	100.0%	100.0%
N	156	2226	1388

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q17 TIME ACTIVE DUTY IN NAVY

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
LT 1YR	.2%	2.0%	.1%
N	0	44	2
1YR - LT 3YRS	.2%	18.0%	1.4%
N	0	392	18
3YRS - LT 5YRS		21.1%	.4%
N		459	6
5YRS - LT 10YRS		34.5%	5.9%
N		752	79
10YRS -LT 15YRS	1.7%	12.0%	29.3%
N	3	261	394
15YRS - LT 20YRS	46.8%	8.9%	30.7%
N	71	195	413
20YRS - LT 25YRS	36.5%	3.1%	21.2%
N	55	67	285
25 OR MORE YRS	14.5%	.6%	11.0%
N	22	12	148
Column Total	100.0%	100.0%	100.0%
N	151	2181	1345

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q18 SERVING INITIAL ENLISTMENT

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
DOES NOT APPLY-ENTERED THE NAVY AS AN OFFICER	13.1%	78.0%	84.6%
N	20	1735	1174
YES	3.5%	1.8%	.5%
N	5	40	7
NO	83.4%	20.2%	14.9%
N	128	450	207
Column Total	100.0%	100.0%	100.0%
N	154	2225	1388

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q18 ARE YOU SERVING INITIAL ENLISTMENT

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
YES	4.1%	8.2%	3.2%
N	5	40	7
NO	95.9%	91.8%	96.8%
N	128	450	207
Column Total	100.0%	100.0%	100.0%
N	134	490	214

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q19 LENGTH OF INITIAL ENLISTMENT

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
DOES NOT APPLY-ENTERED THE NAVY AS AN OFFICER	6.7%	75.3%	84.4%
N	10	1673	1168
2 YEARS	6.1%	1.5%	1.5%
N	9	32	20
3 YEARS	6.0%	1.9%	1.2%
N	9	42	17
4 YEARS	61.3%	11.4%	9.3%
N	95	253	128
5 YEARS	1.7%	1.6%	.3%
N	3	36	4
6 YEARS OR MORE	18.3%	8.4%	3.3%
N	28	186	46
Column Total	100.0%	100.0%	100.0%
N	154	2223	1383

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q19 LENGTH OF INITIAL ENLISTMENT

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
2 YEARS	6.5%	5.9%	9.4%
N	9	32	20
3 YEARS	6.4%	7.6%	7.9%
N	9	42	17
4 YEARS	65.7%	46.1%	59.7%
N	95	253	128
5 YEARS	1.8%	6.5%	1.8%
N	3	36	4
6 YEARS OR MORE	19.6%	33.9%	21.3%
N	28	186	46
Column Total	100.0%	100.0%	100.0%
N	144	549	215

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q20 PAY GRADE

Q1 GENDER		
	MALE	FEMALE
CWO	4.7%	.7%
N	152	4
O1-O3	57.5%	69.4%
N	1872	355
O4-O6	37.8%	29.9%
N	1233	153
Column Total	100.0%	100.0%
N	3257	511

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q20 PAY GRADE

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
CWO	3.7%	5.1%	12.7%	11.8%	10.2%
N	129	8	11	1	6
O1-O3	58.0%	73.8%	67.1%	62.4%	68.6%
N	1991	124	58	6	39
O4-O6	38.3%	21.2%	20.2%	25.8%	21.1%
N	1313	36	17	3	12
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3433	168	26	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q21 TIME IN CURRENT PAY GRADE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
GRADTIME			
LT 6MOS	8.7%	10.8%	8.0%
N	13	226	104
6MOS - LT 1YR	6.7%	15.5%	6.6%
N	10	325	85
1YR - LT 2YRS	27.0%	33.5%	15.6%
N	40	705	201
2YRS - LT 3YRS	35.1%	12.0%	17.3%
N	52	253	224
3YRS - LT 5YRS	18.0%	17.0%	27.6%
N	27	358	357
5YRS - LT 7YRS	2.7%	10.1%	15.4%
N	4	212	198
7YRS - LT 10YRS	1.3%	1.0%	6.5%
N	2	21	84
10 OR MORE YRS	.4%	.1%	3.0%
N	1	2	39
Column Total	100.0%	100.0%	100.0%
N	148	2103	1291

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q21 TIME IN CURRENT PAY GRADE

	Q1 GENDER	
	MALE	FEMALE
GRADTIME		
LT 6MOS	9.9%	8.7%
N	302	41
6MOS - LT 1YR	11.1%	16.6%
N	341	78
1YR - LT 2YRS	26.5%	28.3%
N	813	133
2YRS - LT 3YRS	14.5%	17.8%
N	445	83
3YRS - LT 5YRS	21.3%	18.5%
N	652	87
5YRS - LT 7YRS	12.3%	7.6%
N	378	36
7YRS - LT 10YRS	3.1%	2.3%
N	96	11
10 OR MORE YRS	1.3%	.2%
N	41	1
Column Total	100.0%	100.0%
N	3069	469

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q21 LENGTH OF TIME IN CURRENT PAY GRADE

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
LT 6MOS	9.6%	9.3%	13.4%		11.6%
N	311	15	11		6
6MOS - LT 1YR	12.1%	12.6%	5.4%		8.5%
N	391	20	4		4
1YR - LT 2YRS	25.8%	39.3%	33.8%	21.8%	35.3%
N	834	61	27	2	17
2YRS - LT 3YRS	14.8%	11.6%	20.7%	20.5%	13.8%
N	479	18	16	2	7
3YRS - LT 5YRS	21.3%	15.5%	15.8%	47.4%	20.6%
N	686	24	13	4	10
5YRS - LT 7YRS	12.1%	8.3%	4.0%	10.3%	7.9%
N	391	13	3	1	4
7YRS - LT 10YRS	3.1%	2.1%	3.8%		
N	101	3	3		
10 OR MORE YRS	1.1%	1.3%	3.0%		2.3%
N	35	2	2		1
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3228	156	80	9	49

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q23 DESIGNATOR

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
GENERAL URL		6.2%	5.0%
N		133	68
SURFACE (UNQUAL)		11.6%	13.3%
N		248	180
SUB (UNQUAL)		5.1%	5.9%
N		109	79
SPECIAL WARFARE		.6%	.5%
N		14	7
SPECIAL OPERTNS		.5%	.6%
N		10	8
SURFACE WARFARE		8.6%	
N		184	
SUB WARFARE		2.6%	
N		55	
STUDENT TRAINEE /SPCL WAREFARE		.1%	
N		2	
OFFICER TRAINEE /SPCL OPERTNS		.2%	
N		5	
MATERIAL PRFSNL		.1%	.9%
N		1	12
OTHER THAN OPERTNL FLYING		.5%	.1%
N		10	2
PILOT		13.3%	11.4%
N		287	154
NAVAL FLIGHT OFF		6.3%	9.8%
N		135	132
1300, OTHER THAN 130X 131X 132X		.2%	
N		4	
ENGINEERING		.6%	2.6%

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

(continued)

Q23 DESIGNATOR

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
N		13	35
AERO ENGINEERING DUTY OFFICER		1.0%	3.2%
N		21	44
SPECIAL DUTY		3.5%	4.3%
N		75	58
SPECIAL DUTY - OCEANOGRAPHY		.2%	1.0%
N		5	14
RESERVE OFFICER - HEALTH		.1%	
N		1	
RESERVE OFFICER - DENTAL		.1%	
N		1	
MEDICAL CORPS		2.4%	8.7%
N		51	118
DENTAL CORPS		1.4%	4.3%
N		31	58
MEDCL SRVC CORPS		5.3%	5.6%
N		113	75
JUDGE ADVOCATE GENERAL CORPS		1.3%	1.7%
N		29	24
NURSE CORPS		6.2%	4.4%
N		134	60
RECRUITMENT /SELECTION		.1%	
N		1	
CHAPLIN CORPS		1.4%	2.4%
N		29	33
CIVIL ENGINEERING		8.8%	8.5%
N		190	115

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

(continued)

Q23 DESIGNATOR

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
ALL LMTD DTY OFF DESIGNATORS	.1%	11.9%	5.5%
N	0	256	75
ALL WARRANT OFF DESIGNATORS	99.9%	.1%	
N	151	3	
AVIATION ENGINEERING			.1%
N			1
Column Total	100.0%	100.0%	100.0%
N	151	2150	1351

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q24 TYPE OF SHIP/ACTIVITY ASSIGNED

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
SHORE OR STAFF N	39.1% 61	41.3% 919	69.4% 961
TRAINING CMMND N	13.1% 20	10.3% 230	7.6% 105
AVIATION SQUAD (NOT CARRIER) N	3.7% 6	10.1% 226	5.2% 72
CARRIER BSD A/C N	2.2% 3	6.1% 136	3.5% 49
A/C OTHER THAN CARRIER N	11.3% 18	4.4% 98	3.4% 48
DESTROYER TYPES N	2.5% 4	7.0% 156	1.1% 15
MINECRAFT N		.3% 6	
SUBMARINE N	.7% 1	6.7% 148	2.7% 37
RESERVE UNIT N	1.4% 2	.6% 14	1.7% 24
SRVC FORCE SHP N	3.8% 6	2.9% 65	.4% 5
TENDER N	5.5% 9	2.0% 44	.4% 6
AFLOAT STAFF N	.2% 0	1.0% 22	2.6% 36
AMPHBS SHP/CFT N	8.4% 13	4.4% 98	1.5% 21
CRUISER N	6.8% 11	4.5% 101	.9% 12
OTHER N	7.9% 12	6.3% 141	6.6% 91
Column Total N	100.0% 156	100.0% 2226	100.0% 1384

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q25 TIME IN CURRENT ASSIGNMENT

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
LT 6MOS	8.2%	9.9%	12.6%
N	12	210	163
6MOS - LT 1YR	13.4%	24.6%	18.2%
N	20	520	236
1YR - LT 2YRS	44.0%	41.5%	41.6%
N	64	879	539
2YRS - LT 3YRS	25.6%	20.4%	19.5%
N	37	433	253
3YRS - LT 4YRS	6.5%	2.8%	4.9%
N	9	59	63
4YRS - LT 5YRS	1.0%	.4%	1.7%
N	1	9	22
5YRS OR MORE	1.2%	.3%	1.5%
N	2	7	20
Column Total	100.0%	100.0%	100.0%
N	146	2117	1296

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q26 CURRENT BILLET

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
SEA DUTY	50.9%	47.5%	21.3%
N	77	1039	289
SHORE DUTY	48.6%	51.2%	77.0%
N	74	1121	1046
OTHER	.5%	1.3%	1.6%
N	1	28	22
Column Total	100.0%	100.0%	100.0%
N	152	2189	1358

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q26 CURRENT BILLET

Q1 GENDER		
	MALE	FEMALE
SEA DUTY	42.5%	9.9%
N	1353	50
SHORE DUTY	56.1%	89.0%
N	1787	451
OTHER	1.4%	1.1%
N	45	6
Column Total	100.0%	100.0%
N	3186	507

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q27 FLEET NOW SERVING

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	43.0%	46.3%	74.7%
N	67	1024	1035
2ND FLEET, ATLANTIC	26.7%	23.4%	11.0%
N	41	518	152
3RD FLEET, PACIFIC	22.8%	22.2%	9.1%
N	35	492	126
6TH FLEET, MEDITERRANEAN	2.5%	3.1%	1.8%
N	4	70	25
7TH FLEET, FAR EAST	5.0%	4.9%	3.4%
N	8	109	47
Column Total	100.0%	100.0%	100.0%
N	155	2213	1385

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q27 FLEET NOW SERVING

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
2ND FLEET, ATLANTIC N	46.8% 41	43.6% 518	43.5% 152
3RD FLEET, PACIFIC N	40.0% 35	41.4% 492	36.0% 126
6TH FLEET, MEDITERRANEAN N	4.5% 4	5.9% 70	7.1% 25
7TH FLEET, FAR EAST N	8.8% 8	9.2% 109	13.4% 47
Column Total N	100.0% 88	100.0% 1188	100.0% 350

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

OFFICER

Q28 GEOGRAPHICAL LOCATION OF CURRENT ASSIGNMENT

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
ALASKA OR HAWAII	5.7%	5.5%	3.7%
N	9	122	52
CONUS	82.5%	82.4%	85.5%
N	128	1834	1184
EUROPE	3.2%	3.5%	4.4%
N	5	79	61
FAR EAST	3.2%	4.6%	3.6%
N	5	102	50
CARIBBEAN	3.0%	.9%	.9%
N	5	21	12
MIDDLE EAST		.6%	.4%
N		14	5
SOUTH OR CENTRAL AMERICA		.3%	.2%
N		6	2
OTHER	2.3%	2.1%	1.3%
N	4	48	18
Column Total	100.0%	100.0%	100.0%
N	156	2226	1385

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q30 SOURCE DEPEND ON MOST FOR NAVY INFORMATION

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NAVY NEWS WEEK	26.0%	13.9%	13.8%
N	41	308	191
ALL HANDS	60.9%	36.1%	38.6%
N	95	803	535
NAVY NEWS SRVC	26.0%	15.0%	24.7%
N	41	334	341
LIFELINE	4.1%	2.4%	5.2%
N	6	54	72
PERSPECTIVE	65.6%	53.3%	62.4%
N	102	1183	863
LINK	50.0%	18.7%	21.6%
N	78	416	299
NAVY TIMES	76.6%	70.5%	77.3%
N	119	1566	1069
BASE/STATN/SHP			
NEWSPAPER	28.5%	32.5%	27.9%
N	44	721	386
BRIEF/WRD FROM			
CHAIN OF COMMD	58.5%	65.7%	56.8%
N	91	1459	785
PLAN DAY/WEEK	58.6%	55.3%	42.8%
N	91	1228	592
SHIPMATES/WORD OF			
MOUTH	18.4%	41.5%	29.7%
N	29	923	411
MESSAGE BOARD	73.2%	55.2%	68.0%
N	114	1227	941
BUPERS ACCESS	9.5%	5.7%	8.2%
N	15	127	113
OTHER	2.0%	3.6%	4.2%
N	3	80	58
Column Total	100.0%	100.0%	100.0%
N	156	2222	1383

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q31 HEARD OF BUPERS ACCESS

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
YES	67.8%	42.9%	60.6%
N	105	950	831
NO	32.2%	57.1%	39.4%
N	50	1264	540
Column Total	100.0%	100.0%	100.0%
N	154	2214	1371

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q32A BUPERS: HAVE NOT USED

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	23.3%	20.1%	21.1%
N	29	351	226
DISAGREE	3.7%	1.1%	1.6%
N	5	19	17
NO OPINION	52.5%	30.5%	32.1%
N	65	533	342
AGREE	1.9%	5.9%	6.4%
N	2	102	68
STRONGLY AGREE	18.6%	42.4%	38.7%
N	23	741	413
Column Total	100.0%	100.0%	100.0%
N	123	1747	1067

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q32B BUPERS: SYSTEM IS EASY TO USE

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE		1.6%	2.0%
N		7	5
DISAGREE	6.0%	3.5%	4.2%
N	2	14	11
NO OPINION	40.3%	54.4%	37.4%
N	15	222	97
AGREE	38.3%	33.0%	44.1%
N	14	135	115
STRONGLY AGREE	15.4%	7.3%	12.1%
N	6	30	32
Column Total	100.0%	100.0%	100.0%
N	36	407	260

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q32C BUPERS: GAVE ME INFORMATION NEEDED

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE		2.5%	3.3%
N		10	8
DISAGREE	5.3%	7.4%	7.8%
N	2	30	20
NO OPINION	43.3%	54.3%	36.2%
N	16	222	92
AGREE	35.9%	29.3%	42.8%
N	13	120	109
STRONGLY AGREE	15.5%	6.6%	9.8%
N	6	27	25
Column Total	100.0%	100.0%	100.0%
N	37	408	255

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q32D BUPERS: MADE IT EASIER TO COMMUNICATE WITH DETAILER

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	1.5%	3.3%	5.0%
N	1	13	13
DISAGREE	13.8%	6.9%	6.0%
N	5	28	15
NO OPINION	52.6%	66.1%	68.7%
N	19	268	175
AGREE	18.6%	17.7%	13.7%
N	7	72	35
STRONGLY AGREE	13.6%	6.0%	6.5%
N	5	24	17
Column Total	100.0%	100.0%	100.0%
N	36	406	255

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q32E BUPERS: REDUCED CALLS TO DETAILER

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	3.0%	5.5%	9.0%
N	1	22	23
DISAGREE	16.2%	8.6%	15.1%
N	6	35	39
NO OPINION	52.6%	65.2%	56.6%
N	19	263	144
AGREE	15.6%	13.7%	13.3%
N	6	55	34
STRONGLY AGREE	12.7%	7.0%	6.0%
N	5	28	15
Column Total	100.0%	100.0%	100.0%
N	36	404	255

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q33A INTERACTING WITH DETAILER: PREFERENCE CARD

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW /NEVER USE IT N	5.7% 8	20.9% 436	7.1% 93
VERY INEFFECTIVE N	8.8% 13	7.0% 147	8.8% 115
INEFFECTIVE N	13.9% 20	15.8% 329	14.7% 194
NEITHER N	15.7% 23	18.4% 383	17.2% 225
EFFECTIVE N	45.3% 66	33.9% 705	45.8% 602
VERY EFFECTIVE N	10.6% 15	3.9% 81	6.4% 84
Column Total N	100.0% 145	100.0% 2082	100.0% 1313

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q33A INTERACTING WITH DETAILER: PREFERENCE CARD

Q20 PAY GRADE			
	CWO	O1-03	O4-06
VERY INEFFECTIVE	9.3%	8.9%	9.4%
N	13	147	115
INEFFECTIVE	14.8%	20.0%	15.9%
N	20	329	194
NEITHER	16.7%	23.3%	18.5%
N	23	383	225
EFFECTIVE	48.0%	42.8%	49.3%
N	66	705	602
VERY EFFECTIVE	11.3%	4.9%	6.9%
N	15	81	84
Column Total	100.0%	100.0%	100.0%
N	137	1646	1220

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q33B INTERACTING WITH DETAILER: LETTER

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW /NEVER USE IT N	18.6% 26	43.3% 878	27.7% 353
VERY INEFFECTIVE N	5.6% 8	4.3% 87	3.9% 50
INEFFECTIVE N	7.7% 11	7.9% 161	5.9% 75
NEITHER N	11.2% 16	13.3% 270	12.5% 159
EFFECTIVE N	39.6% 55	26.7% 540	40.5% 517
VERY EFFECTIVE N	17.2% 24	4.4% 90	9.6% 122
Column Total N	100.0% 140	100.0% 2026	100.0% 1275

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q33B INTERACTING WITH DETAILER: LETTER

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
VERY INEFFECTIVE	6.8%	7.6%	5.4%
N	8	87	50
INEFFECTIVE	9.5%	14.0%	8.1%
N	11	161	75
NEITHER	13.8%	23.5%	17.3%
N	16	270	159
EFFECTIVE	48.6%	47.1%	56.0%
N	55	540	517
VERY EFFECTIVE	21.2%	7.8%	13.2%
N	24	90	122
Column Total	100.0%	100.0%	100.0%
N	114	1148	922

**NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED**

Q33C INTERACTING WITH DETAILER: TELEPHONE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW /NEVER USE IT	.3%	11.1%	1.5%
N	0	236	20
VERY INEFFECTIVE	2.2%	3.2%	1.9%
N	3	67	25
INEFFECTIVE	2.5%	4.3%	2.6%
N	4	90	34
NEITHER	1.7%	4.7%	3.4%
N	3	100	45
EFFECTIVE	39.3%	43.6%	42.6%
N	59	922	569
VERY EFFECTIVE	54.1%	33.1%	48.1%
N	82	702	643
Column Total	100.0%	100.0%	100.0%
N	151	2117	1336

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q33C INTERACTING WITH DETAILER: TELEPHONE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
VERY INEFFECTIVE	2.2%	3.5%	1.9%
N	3	67	25
INEFFECTIVE	2.5%	4.8%	2.6%
N	4	90	34
NEITHER	1.7%	5.3%	3.4%
N	3	100	45
EFFECTIVE	39.4%	49.0%	43.2%
N	59	922	569
VERY EFFECTIVE	54.2%	37.3%	48.8%
N	82	702	643
Column Total	100.0%	100.0%	100.0%
N	151	1881	1317

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q33D INTERACTING WITH DETAILER: PERSONAL VISIT

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
DONT KNOW /NEVER USE IT N	21.8% 31	44.2% 917	20.7% 270
VERY INEFFECTIVE N	.7% 1	1.4% 29	1.1% 15
INEFFECTIVE N	.6% 1	1.2% 24	1.6% 20
NEITHER N	3.6% 5	2.6% 55	3.0% 39
EFFECTIVE N	13.2% 19	14.5% 301	20.5% 268
VERY EFFECTIVE N	60.1% 86	36.0% 746	53.2% 696
Column Total N	100.0% 143	100.0% 2072	100.0% 1308

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q33D INTERACTING WITH DETAILER: PERSONAL VISIT

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
VERY INEFFECTIVE	.9%	2.5%	1.4%
N	1	29	15
INEFFECTIVE	.8%	2.1%	2.0%
N	1	24	20
NEITHER	4.6%	4.7%	3.7%
N	5	55	39
EFFECTIVE	16.8%	26.1%	25.8%
N	19	301	268
VERY EFFECTIVE	76.9%	64.6%	67.0%
N	86	746	696
Column Total	100.0%	100.0%	100.0%
N	112	1156	1038

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q33E INTERACTING WITH DETAILER: FIELD TRIP

	Q20 PAY GRADE		
	CWO	01-03	04-06
DONT KNOW /NEVER USE IT N	17.8% 25	36.7% 755	14.5% 189
VERY INEFFECTIVE N	6.2% 9	2.2% 45	3.9% 51
INEFFECTIVE N	7.2% 10	4.7% 97	7.2% 94
NEITHER N	8.8% 12	9.6% 197	15.9% 208
EFFECTIVE N	36.6% 52	29.5% 607	38.3% 501
VERY EFFECTIVE N	23.4% 33	17.3% 356	20.2% 264
Column Total N	100.0% 142	100.0% 2057	100.0% 1307

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q33E INTERACTING WITH DETAILER: FIELD TRIP

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
VERY INEFFECTIVE	7.6%	3.5%	4.5%
N	9	45	51
INEFFECTIVE	8.7%	7.5%	8.4%
N	10	97	94
NEITHER	10.7%	15.1%	18.6%
N	12	197	208
EFFECTIVE	44.5%	46.6%	44.8%
N	52	607	501
VERY EFFECTIVE	28.5%	27.3%	23.6%
N	33	356	264
Column Total	100.0%	100.0%	100.0%
N	117	1302	1118

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q33F INTERACTING WITH DETAILER: BUPERS ACCESS

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
DONT KNOW /NEVER USE IT N	67.6% 96	79.9% 1620	75.6% 965
VERY INEFFECTIVE N	3.7% 5	1.3% 26	1.0% 13
INEFFECTIVE N	1.3% 2	2.0% 41	2.1% 27
NEITHER N	12.3% 17	9.0% 183	12.3% 157
EFFECTIVE N	7.8% 11	6.6% 133	7.6% 97
VERY EFFECTIVE N	7.3% 10	1.2% 25	1.5% 19
Column Total N	100.0% 142	100.0% 2027	100.0% 1277

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q33F INTERACTING WITH DETAILER: BUPERS ACCESS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
VERY INEFFECTIVE	11.5%	6.3%	4.2%
N	5	26	13
INEFFECTIVE	4.1%	10.0%	8.5%
N	2	41	27
NEITHER	37.9%	44.9%	50.1%
N	17	183	157
EFFECTIVE	24.1%	32.7%	31.2%
N	11	133	97
VERY EFFECTIVE	22.4%	6.0%	5.9%
N	10	25	19
Column Total	100.0%	100.0%	100.0%
N	46	407	312

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q33G INTERACTING WITH DETAILER: NAVAL MESSAGE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW /NEVER USE IT N	34.2% 49	64.5% 1318	53.2% 685
VERY INEFFECTIVE N	1.5% 2	2.4% 49	2.2% 28
INEFFECTIVE N	4.7% 7	3.7% 76	4.6% 59
NEITHER N	14.2% 20	9.5% 195	11.4% 147
EFFECTIVE N	30.5% 43	15.2% 310	20.2% 260
VERY EFFECTIVE N	14.9% 21	4.7% 96	8.4% 107
Column Total N	100.0% 142	100.0% 2043	100.0% 1286

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q33G INTERACTING WITH DETAILER: NAVAL MESSAGE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
VERY INEFFECTIVE	2.3%	6.7%	4.7%
N	2	49	28
INEFFECTIVE	7.1%	10.4%	9.8%
N	7	76	59
NEITHER	21.6%	26.8%	24.4%
N	20	195	147
EFFECTIVE	46.4%	42.8%	43.2%
N	43	310	260
VERY EFFECTIVE	22.6%	13.3%	17.9%
N	21	96	107
Column Total	100.0%	100.0%	100.0%
N	93	726	602

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q34 REASON FOR NOT USING NIGHT DETAILING

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	18.6%	9.5%	12.9%
N	28	204	171
NEVER HEARD OF IT	19.6%	51.9%	29.9%
N	29	1113	396
UNAWARE OF DAYS AND TIME NIGHT DETAILING IS AVAILABLE	5.7%	9.6%	5.8%
N	8	206	76
NORMAL DETAILING HRS SUFFICIENT	45.6%	21.1%	44.0%
N	68	453	583
NOT ALLOWED TO BREAK AWAY FROM WORK		.1%	.1%
N		3	1
DETAILER ON DUTY IS NOT MY DETAILER	3.2%	1.8%	1.9%
N	5	38	25
UNABLE TO ACCESS SUPERS BY PHONE	.1%	.2%	.5%
N	0	4	7
OTHER	7.2%	5.8%	5.1%
N	11	124	67
Column Total	100.0%	100.0%	100.0%
N	150	2145	1325

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q34 REASON FOR NOT USING NIGHT DETAILING

	Q20 PAY GRADE		
	CWO	01-03	04-06
UNAWARE OF DAYS AND TIME NIGHT DETAILING IS AVAILABLE	9.2%	24.9%	10.1%
N	8	206	76
NORMAL DETAILING HRS SUFFICIENT	73.8%	54.8%	76.8%
N	68	453	583
NOT ALLOWED TO BREAK AWAY FROM WORK		.3%	.1%
N		3	1
DETAILER ON DUTY IS NOT MY DETAILER	5.2%	4.5%	3.3%
N	5	38	25
UNABLE TO ACCESS BUPERS BY PHONE	.2%	.5%	.9%
N	0	4	7
OTHER	11.7%	14.9%	8.8%
N	11	124	67
Column Total	100.0%	100.0%	100.0%
N	93	827	759

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY & NVR HEARD OF IT OPTION OMITTED

Q35A DETAILER: KNOWLEDGE OF CURRENT POLICY TRENDS

	Q20 PAY GRADE		
	CWO	01-03	04-06
NO OPINION	12.7%	22.5%	8.7%
N	19	457	117
VERY NEGATIVE	.5%	1.4%	1.4%
N	1	29	19
NEGATIVE	2.6%	3.7%	3.5%
N	4	76	47
NEUTRAL	15.2%	22.6%	14.9%
N	23	459	200
POSITIVE	45.6%	35.2%	40.7%
N	69	715	546
VERY POSITIVE	23.4%	14.6%	30.8%
N	35	296	413
Column Total	100.0%	100.0%	100.0%
N	150	2031	1343

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q35A DETAILER: KNOWLEDGE OF CURRENT POLICY TRENDS

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
VERY NEGATIVE	.5%	1.8%	1.6%
N	1	29	19
NEGATIVE	3.0%	4.8%	3.9%
N	4	76	47
NEUTRAL	17.4%	29.2%	16.3%
N	23	459	200
POSITIVE	52.3%	45.4%	44.6%
N	69	715	546
VERY POSITIVE	26.8%	18.8%	33.7%
N	35	296	413
Column Total	100.0%	100.0%	100.0%
N	131	1574	1225

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO OPINION OPTION OMITTED

Q35B DETAILER: KNOWLEDGE OF AVAILABLE BILLETS

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
NO OPINION	2.6%	16.9%	5.7%
N	4	342	76
VERY NEGATIVE	2.0%	2.7%	2.8%
N	3	55	38
NEGATIVE	5.6%	7.7%	6.5%
N	8	155	87
NEUTRAL	18.6%	20.2%	12.4%
N	28	408	166
POSITIVE	38.9%	33.4%	39.0%
N	59	676	522
VERY POSITIVE	32.2%	19.1%	33.6%
N	48	387	450
Column Total	100.0%	100.0%	100.0%
N	150	2023	1339

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

OFFICER

Q35B DETAILER: KNOWLEDGE OF AVAILABLE BILLETS

	Q20 PAY GRADE		
	CWO	01-03	04-06
VERY NEGATIVE	2.1%	3.3%	3.0%
N	3	55	38
NEGATIVE	5.8%	9.2%	6.9%
N	8	155	87
NEUTRAL	19.0%	24.3%	13.2%
N	28	408	166
POSITIVE	40.0%	40.2%	41.3%
N	59	676	522
VERY POSITIVE	33.1%	23.0%	35.6%
N	48	387	450
Column Total	100.0%	100.0%	100.0%
N	146	1681	1263

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO OPINION OPTION OMITTED

Q35C DETAILER: KNOWLEDGE OF REQUIREMENTS & DUTIES OF BILLETS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO OPINION	6.9%	18.1%	6.5%
N	10	365	87
VERY NEGATIVE	3.3%	2.7%	3.4%
N	5	54	46
NEGATIVE	5.3%	7.3%	6.4%
N	8	147	85
NEUTRAL	20.5%	21.9%	19.4%
N	31	442	260
POSITIVE	37.5%	34.7%	36.3%
N	56	700	486
VERY POSITIVE	26.5%	15.5%	28.0%
N	40	313	374
Column Total	100.0%	100.0%	100.0%
N	150	2021	1338

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q35C DETAILER: KNOWLEDGE OF REQUIREMENTS & DUTIES OF BILLETS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
VERY NEGATIVE	3.5%	3.2%	3.7%
N	5	54	46
NEGATIVE	5.7%	8.9%	6.8%
N	8	147	85
NEUTRAL	22.0%	26.7%	20.8%
N	31	442	260
POSITIVE	40.3%	42.3%	38.8%
N	56	700	486
VERY POSITIVE	28.5%	18.9%	29.9%
N	40	313	374
Column Total	100.0%	100.0%	100.0%
N	139	1655	1251

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO OPINION OPTION OMITTED

Q35D DETAILER: KNOWS MY CAREER DEVELOPMENT NEEDS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO OPINION	6.8%	17.4%	6.6%
N	10	351	88
VERY NEGATIVE	2.6%	4.9%	5.5%
N	4	98	73
NEGATIVE	8.2%	7.8%	7.9%
N	12	157	106
NEUTRAL	26.0%	23.9%	20.4%
N	39	481	273
POSITIVE	35.6%	30.2%	31.3%
N	54	609	419
VERY POSITIVE	20.7%	15.7%	28.4%
N	31	317	380
Column Total	100.0%	100.0%	100.0%
N	150	2015	1338

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q35D DETAILER: KNOWS MY CAREER DEVELOPMENT NEEDS

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
VERY NEGATIVE	2.8%	5.9%	5.9%
N	4	98	73
NEGATIVE	8.8%	9.5%	8.5%
N	12	157	106
NEUTRAL	27.9%	28.9%	21.8%
N	39	481	273
POSITIVE	38.2%	36.6%	33.5%
N	54	609	419
VERY POSITIVE	22.2%	19.1%	30.4%
N	31	317	380
Column Total	100.0%	100.0%	100.0%
N	140	1663	1250

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO OPINION OPTION OMITTED

Q35E DETAILER: RESPECT FOR MY PERSONAL DESIRES

OFFICER

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
NO OPINION	4.1%	15.6%	5.6%
N	6	315	75
VERY NEGATIVE	9.5%	10.3%	7.1%
N	14	209	95
NEGATIVE	7.7%	10.9%	9.1%
N	12	221	122
NEUTRAL	14.7%	21.6%	18.6%
N	22	437	250
POSITIVE	30.4%	26.0%	32.4%
N	46	524	434
VERY POSITIVE	33.6%	15.6%	27.2%
N	50	314	364
Column Total	100.0%	100.0%	100.0%
N	150	2020	1339

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q35E DETAILER: RESPECT FOR MY PERSONAL DESIRES

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
VERY NEGATIVE	9.9%	12.2%	7.5%
N	14	209	95
NEGATIVE	8.1%	12.9%	9.7%
N	12	221	122
NEUTRAL	15.4%	25.6%	19.7%
N	22	437	250
POSITIVE	31.7%	30.7%	34.3%
N	46	524	434
VERY POSITIVE	35.0%	18.4%	28.8%
N	50	314	364
Column Total	100.0%	100.0%	100.0%
N	144	1705	1264

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO OPINION OPTION OMITTED

Q35F DETAILER: RETURNS PHONE CALLS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO OPINION	17.6%	28.1%	11.1%
N	26	565	147
VERY NEGATIVE	5.9%	7.9%	5.7%
N	9	158	76
NEGATIVE	4.6%	10.4%	8.1%
N	7	209	108
NEUTRAL	22.8%	20.8%	17.1%
N	34	419	228
POSITIVE	27.1%	19.1%	30.0%
N	41	385	399
VERY POSITIVE	22.0%	13.8%	28.0%
N	33	277	372
Column Total	100.0%	100.0%	100.0%
N	150	2013	1331

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q35F DETAILER: RETURNS PHONE CALLS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
VERY NEGATIVE	7.2%	10.9%	6.4%
N	9	158	76
NEGATIVE	5.6%	14.4%	9.1%
N	7	209	108
NEUTRAL	27.6%	28.9%	19.2%
N	34	419	228
POSITIVE	32.9%	26.6%	33.7%
N	41	385	399
VERY POSITIVE	26.7%	19.1%	31.5%
N	33	277	372
Column Total	100.0%	100.0%	100.0%
N	124	1448	1184

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO OPINION OPTION OMITTED

OFFICER

Q35G DETAILER: KNOWLEDGE OF PREVIOUS COMMUNICATION

	Q20 PAY GRADE		
	CWO	01-03	04-06
NO OPINION	7.5%	23.3%	8.3%
N	11	469	110
VERY NEGATIVE	4.9%	4.7%	4.1%
N	7	95	54
NEGATIVE	5.6%	7.5%	5.7%
N	8	151	76
NEUTRAL	24.7%	22.9%	18.3%
N	37	460	244
POSITIVE	33.7%	28.0%	36.8%
N	51	564	490
VERY POSITIVE	23.7%	13.5%	26.9%
N	36	271	358
Column Total	100.0%	100.0%	100.0%
N	150	2010	1333

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q35G DETAILER: KNOWLEDGE OF PREVIOUS COMMUNICATION

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
VERY NEGATIVE	5.3%	6.2%	4.4%
N	7	95	54
NEGATIVE	6.0%	9.8%	6.3%
N	8	151	76
NEUTRAL	26.7%	29.8%	19.9%
N	37	460	244
POSITIVE	36.4%	36.6%	40.1%
N	51	564	490
VERY POSITIVE	25.6%	17.6%	29.3%
N	36	271	358
Column Total	100.0%	100.0%	100.0%
N	139	1541	1223

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO OPINION OPTION OMITTED

Q35H DETAILER: PROVIDING ACCURATE INFORMATION

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO OPINION	4.8%	16.9%	5.8%
N	7	340	77
VERY NEGATIVE	3.8%	5.8%	4.2%
N	6	118	56
NEGATIVE	4.0%	9.4%	8.0%
N	6	189	106
NEUTRAL	20.2%	22.8%	16.3%
N	30	458	217
POSITIVE	43.2%	31.4%	37.6%
N	65	632	500
VERY POSITIVE	24.0%	13.8%	28.1%
N	36	277	374
Column Total	100.0%	100.0%	100.0%
N	150	2013	1330

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

OFFICER

Q35H DETAILER: PROVIDING ACCURATE INFORMATION

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
VERY NEGATIVE	3.9%	7.0%	4.5%
N	6	118	56
NEGATIVE	4.2%	11.3%	8.5%
N	6	189	106
NEUTRAL	21.2%	27.4%	17.3%
N	30	458	217
POSITIVE	45.4%	37.7%	39.9%
N	65	632	500
VERY POSITIVE	25.2%	16.6%	29.8%
N	36	277	374
Column Total	100.0%	100.0%	100.0%
N	143	1674	1253

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO OPINION OPTION OMITTED

Q351 DETAILER: RESPONDING TO CORRESPONDENCE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO OPINION	30.4%	45.0%	31.6%
N	45	901	421
VERY NEGATIVE	2.6%	2.9%	2.6%
N	4	58	34
NEGATIVE	1.4%	4.2%	3.6%
N	2	85	48
NEUTRAL	24.6%	20.3%	17.0%
N	37	406	226
POSITIVE	24.1%	17.3%	23.7%
N	36	346	316
VERY POSITIVE	17.0%	10.3%	21.5%
N	25	205	287
Column Total	100.0%	100.0%	100.0%
N	150	2002	1332

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q351 DETAILER: RESPONDING TO CORRESPONDENCE

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
VERY NEGATIVE	3.7%	5.3%	3.8%
N	4	58	34
NEGATIVE	2.0%	7.7%	5.3%
N	2	85	48
NEUTRAL	35.3%	36.9%	24.8%
N	37	406	226
POSITIVE	34.6%	31.4%	34.6%
N	36	346	316
VERY POSITIVE	24.4%	18.6%	31.5%
N	25	205	287
Column Total	100.0%	100.0%	100.0%
N	104	1100	911

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO OPINION OPTION OMITTED

Q35J DETAILER: ACCESSIBILITY

OFFICER

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
NO OPINION	3.9%	15.0%	5.3%
N	6	302	71
VERY NEGATIVE	3.5%	6.9%	3.3%
N	5	140	44
NEGATIVE	8.0%	13.6%	9.5%
N	12	273	127
NEUTRAL	19.9%	22.4%	18.2%
N	30	450	243
POSITIVE	37.9%	28.9%	38.2%
N	57	582	510
VERY POSITIVE	26.8%	13.2%	25.6%
N	40	266	341
Column Total	100.0%	100.0%	100.0%
N	150	2011	1336

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q35J DETAILER: ACCESSIBILITY

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
VERY NEGATIVE	3.6%	8.2%	3.5%
N	5	140	44
NEGATIVE	8.3%	16.0%	10.0%
N	12	273	127
NEUTRAL	20.7%	26.3%	19.2%
N	30	450	243
POSITIVE	39.4%	34.0%	40.3%
N	57	582	510
VERY POSITIVE	27.9%	15.6%	27.0%
N	40	266	341
Column Total	100.0%	100.0%	100.0%
N	144	1710	1264

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO OPINION OPTION OMITTED

Q36 TIME ON HOLD WHEN CALLING DETAILER

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
DOES NOT APPLY	4.4%	19.6%	4.2%
N	7	429	56
NO DELAY	8.6%	6.5%	13.4%
N	13	143	182
LESS THAN 5 MINUTES	45.7%	34.9%	55.2%
N	70	767	748
5 MINUTES TO LESS THAN 15	32.3%	28.5%	23.1%
N	49	626	313
15 MINUTES TO LESS THAN 30	6.5%	8.2%	3.1%
N	10	180	42
30 MINUTES OR MORE	2.5%	2.3%	1.1%
N	4	50	15
Column Total	100.0%	100.0%	100.0%
N	152	2196	1355

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q36 TIME ON HOLD WHEN CALLING DETAILER

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO DELAY	9.0%	8.1%	14.0%
N	13	143	182
LESS THAN 5 MINUTES	47.8%	43.4%	57.6%
N	70	767	748
5 MINUTES TO LESS THAN 15	33.8%	35.5%	24.1%
N	49	626	313
15 MINUTES TO LESS THAN 30	6.8%	10.2%	3.2%
N	10	180	42
30 MINUTES OR MORE	2.6%	2.8%	1.1%
N	4	50	15
Column Total	100.0%	100.0%	100.0%
N	145	1766	1299

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q37 IS CURRENT ASSIGNMENT WHAT WAS WANTED

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
YES, EXACTLY WHAT I WANTED	40.4%	45.7%	54.4%
N	62	1008	745
YES, CLOSE TO WHAT I WANTED	31.9%	35.6%	31.4%
N	49	784	430
NO, NOT REALLY WHAT I WANTED	20.5%	12.6%	9.0%
N	32	279	124
NO, NOT EVEN CLOSE TO WHAT I WANTED	7.2%	6.1%	5.2%
N	11	134	71
Column Total	100.0%	100.0%	100.0%
N	154	2205	1370

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q38 REASON ASSIGNMENT NOT WANTED

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	61.8%	67.9%	73.7%
N	82	1298	855
NOT TRAIND FOR	3.0%	2.2%	2.9%
N	4	42	34
NT CREER EHNCG	2.4%	5.2%	6.9%
N	3	99	81
WNTD SHORE DTY	2.7%	1.0%	.7%
N	4	19	8
WANTED SEA DTY	1.5%	1.7%	1.9%
N	2	33	22
BILLT NOT WNTD	16.8%	9.9%	10.5%
N	22	188	121
NOT TYPE WNTD	11.0%	10.9%	4.3%
N	15	208	50
HIGH COST AREA	9.0%	5.4%	5.1%
N	12	104	59
DNT LIKE LOCTN	13.3%	9.4%	8.0%
N	18	180	93
IT IS OVERSEAS	.2%	1.3%	1.4%
N	0	25	17
FAMILY SEPRATN	7.2%	3.1%	3.3%
N	10	60	38
FSS & SRVCS			
INADQT	3.9%	2.7%	1.8%
N	5	52	21
CMTY UNSFACTORY	7.8%	4.5%	2.6%
N	10	86	30
DONT LIKE CLIMATE	2.2%	2.0%	1.9%
N	3	38	22
OTHER	4.0%	4.6%	4.6%
N	5	87	54
Column Total	100.0%	100.0%	100.0%
N	133	1912	1159

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q38 REASON ASSIGNMENT NOT WANTED

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
NOT TRAINED FOR N	7.7% 4	6.7% 42	11.0% 34
NT CREER EHNCG N	6.3% 3	15.9% 99	26.1% 81
WNTD SHORE DTY N	7.0% 4	3.1% 19	2.5% 8
WANTED SEA DTY N	3.9% 2	5.3% 33	7.1% 22
BILLT NOT WNTD N	43.7% 22	30.2% 188	39.3% 121
NOT TYPE WNTD N	28.7% 15	33.5% 208	16.1% 50
HIGH COST AREA N	23.5% 12	16.7% 104	19.2% 59
DNT LIKE LOCTN N	34.5% 18	28.9% 180	30.1% 93
IT IS OVERSEAS N	.6% 0	4.0% 25	5.3% 17
FAMILY SEPRATN N	18.7% 10	9.7% 60	12.2% 38
FSS & SRVCS INADQT N	10.0% 5	8.3% 52	6.9% 21
CMTY UNSFACTORY N	20.3% 10	13.8% 86	9.8% 30
DONT LIKE CLIMATE N	5.6% 3	6.2% 38	7.0% 22
OTHER N	10.4% 5	14.0% 87	17.5% 54
Column Total N	100.0% 51	100.0% 623	100.0% 309

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q39 AWARE OF OVERSEAS TOUR EXTENSION INCENTIVE PROGRAM

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
YES	56.6%	17.4%	30.4%
N	87	381	414
NO	43.4%	82.6%	69.6%
N	67	1811	948
Column Total	100.0%	100.0%	100.0%
N	154	2192	1361

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q40 TRAINING RECEIVED AFTER INITIAL TRAINING

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
GENERAL DETAIL			
TRAINING	13.3%	8.1%	7.3%
N	19	40	15
"A" SCHOOL			
TRAINING	73.2%	76.6%	69.7%
N	102	375	148
OTHER			
N	13.4%	15.3%	23.1%
N	19	75	49
Column Total	100.0%	100.0%	100.0%
N	139	490	213

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q41A FIRST TRAINING: WAS FOR WORK WANTED

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
DOES NOT APPLY	4.4%	4.2%	7.2%
N	6	22	16
STRONGLY DISAGREE	13.8%	4.7%	9.6%
N	20	25	21
DISAGREE	6.9%	6.3%	8.9%
N	10	33	20
NEITHER	10.9%	7.3%	5.9%
N	16	38	13
AGREE	38.9%	40.2%	27.7%
N	56	209	61
STRONGLY AGREE	25.1%	37.2%	40.7%
N	36	193	90
Column Total	100.0%	100.0%	100.0%
N	145	520	221

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q41A FIRST TRAINING: WAS FOR WORK WANTED

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	14.5%	4.9%	10.3%
N	20	25	21
DISAGREE	7.2%	6.6%	9.6%
N	10	33	20
NEITHER	11.4%	7.6%	6.4%
N	16	38	13
AGREE	40.7%	42.0%	29.8%
N	56	209	61
STRONGLY AGREE	26.2%	38.8%	43.9%
N	36	193	90
Column Total	100.0%	100.0%	100.0%
N	138	498	205

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q41B FIRST TRAINING: GAVE ME SKILLS WANTED

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	4.4%	3.9%	7.3%
N	6	20	16
STRONGLY DISAGREE	13.4%	5.1%	5.9%
N	19	27	13
DISAGREE	7.0%	5.3%	6.3%
N	10	28	14
NEITHER	13.1%	10.3%	6.2%
N	19	54	14
AGREE	42.6%	48.7%	42.4%
N	61	253	93
STRONGLY AGREE	19.5%	26.6%	31.9%
N	28	138	70
Column Total	100.0%	100.0%	100.0%
N	144	520	219

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q41B FIRST TRAINING: GAVE ME SKILLS WANTED

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	14.0%	5.3%	6.3%
N	19	27	13
DISAGREE	7.3%	5.5%	6.8%
N	10	28	14
NEITHER	13.7%	10.7%	6.7%
N	19	54	14
AGREE	44.5%	50.7%	45.8%
N	61	253	93
STRONGLY AGREE	20.4%	27.7%	34.5%
N	28	138	70
Column Total	100.0%	100.0%	100.0%
N	138	499	203

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q41C FIRST TRAINING: OVERALL WAS GOOD

Q20 PAY GRADE			
	CWO	O1-03	O4-06
DOES NOT APPLY	4.2%	3.7%	7.4%
N	6	19	16
STRONGLY DISAGREE	4.5%	2.2%	2.4%
N	6	11	5
DISAGREE	6.1%	5.1%	3.1%
N	9	26	7
NEITHER	12.9%	9.9%	4.8%
N	19	51	11
AGREE	52.6%	46.1%	50.7%
N	76	239	110
STRONGLY AGREE	19.8%	33.0%	31.5%
N	29	171	69
Column Total	100.0%	100.0%	100.0%
N	144	517	218

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q41C FIRST TRAINING: OVERALL WAS GOOD

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	4.7%	2.3%	2.6%
N	6	11	5
DISAGREE	6.4%	5.3%	3.3%
N	9	26	7
NEITHER	13.4%	10.2%	5.2%
N	19	51	11
AGREE	54.8%	47.9%	54.8%
N	76	239	110
STRONGLY AGREE	20.7%	34.3%	34.0%
N	29	171	69
Column Total	100.0%	100.0%	100.0%
N	138	498	202

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q41D FIRST TRAINING: CONSIDRD LEAVING BECAUSE NOT TRAINING WNTD

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	36.2%	34.7%	36.3%
N	52	180	79
STRONGLY DISAGREE	26.8%	33.0%	37.1%
N	39	171	81
DISAGREE	15.8%	19.0%	10.1%
N	23	98	22
NEITHER	9.5%	6.5%	6.6%
N	14	34	14
AGREE	6.4%	4.2%	5.8%
N	9	22	13
STRONGLY AGREE	5.4%	2.6%	4.1%
N	8	13	9
Column Total	100.0%	100.0%	100.0%
N	144	518	218

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q41D FIRST TRAINING: CONSIDRD LEAVING BECAUSE NOT TRAINING WNTD

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	41.9%	50.5%	58.2%
N	39	171	81
DISAGREE	24.8%	29.1%	15.8%
N	23	98	22
NEITHER	14.9%	10.0%	10.4%
N	14	34	14
AGREE	10.0%	6.4%	9.2%
N	9	22	13
STRONGLY AGREE	8.5%	4.0%	6.4%
N	8	13	9
Column Total	100.0%	100.0%	100.0%
N	92	338	139

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q42A ADDITIONAL LEADERSHIP TRAINING NEEDED: E-1 THRU E-3

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	6.3%	4.4%	5.5%
N	9	92	68
DISAGREE	24.9%	20.6%	24.5%
N	36	425	303
NEITHER	23.4%	36.2%	31.9%
N	34	747	394
AGREE	26.0%	23.8%	23.0%
N	37	491	285
STRONGLY AGREE	19.6%	15.1%	15.1%
N	28	312	187
Column Total	100.0%	100.0%	100.0%
N	144	2067	1237

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q42B ADDITIONAL LEADERSHIP TRAINING NEEDED: E-4 THRU E-6

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	.6%	.8%	.9%
N	1	18	12
DISAGREE	1.6%	3.6%	3.9%
N	3	77	52
NEITHER	6.2%	13.6%	11.2%
N	9	290	149
AGREE	31.8%	42.8%	44.0%
N	49	914	586
STRONGLY AGREE	59.8%	39.1%	40.0%
N	92	835	533
Column Total	100.0%	100.0%	100.0%
N	153	2134	1332

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q42C ADDITIONAL LEADERSHIP TRAINING NEEDED: E-7 THRU E-9

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
STRONGLY DISAGREE	3.0%	.8%	.8%
N	4	16	10
DISAGREE	4.9%	8.5%	7.3%
N	7	179	96
NEITHER	13.4%	23.7%	16.3%
N	20	499	215
AGREE	41.8%	37.6%	42.0%
N	63	792	552
STRONGLY AGREE	36.9%	29.5%	33.5%
N	56	622	441
Column Total	100.0%	100.0%	100.0%
N	152	2110	1314

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q42D ADDITIONAL LEADERSHIP TRAINING NEEDED: WARRANT OFFICERS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	9.5%	2.8%	2.1%
N	15	58	27
DISAGREE	15.4%	13.9%	11.5%
N	24	289	149
NEITHER	33.5%	44.0%	35.8%
N	51	915	464
AGREE	26.7%	24.8%	31.4%
N	41	515	408
STRONGLY AGREE	14.8%	14.5%	19.2%
N	23	301	250
Column Total	100.0%	100.0%	100.0%
N	153	2078	1297

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q42E ADDITIONAL LEADERSHIP TRAINING NEEDED: O-1 THRU O-4

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	.9%	1.4%	1.1%
N	1	30	14
DISAGREE	2.8%	6.9%	5.5%
N	4	151	74
NEITHER	12.0%	14.3%	11.7%
N	18	313	157
AGREE	30.7%	41.5%	41.5%
N	47	905	557
STRONGLY AGREE	53.6%	35.9%	40.2%
N	82	783	539
Column Total	100.0%	100.0%	100.0%
N	153	2182	1341

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q42F ADDITIONAL LEADERSHIP TRAINING NEEDED: O-5 THRU O-6

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	6.2%	2.8%	3.3%
N	9	59	43
DISAGREE	14.1%	13.7%	13.6%
N	21	286	181
NEITHER	43.2%	38.5%	27.1%
N	65	805	359
AGREE	20.4%	25.9%	31.8%
N	31	541	421
STRONGLY AGREE	16.1%	19.0%	24.2%
N	24	398	321
Column Total	100.0%	100.0%	100.0%
N	151	2089	1325

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q42G ADDITIONAL LEADERSHIP TRAINING NEEDED: O-7 & ABOVE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	8.6%	5.3%	6.6%
N	13	110	85
DISAGREE	16.6%	14.8%	15.6%
N	25	308	202
NEITHER	48.3%	52.5%	39.3%
N	73	1091	510
AGREE	11.4%	14.0%	19.1%
N	17	291	248
STRONGLY AGREE	15.1%	13.3%	19.5%
N	23	276	253
Column Total	100.0%	100.0%	100.0%
N	150	2076	1299

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q43 LEADERSHIP COURSE LAST ATTENDED

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	5.9%	25.3%	23.2%
N	8	523	301
BASIC DIV OFFCRS COURSE	16.2%	25.5%	4.8%
N	23	528	62
ADVANCED DIV OFFCRS COURSE	7.6%	3.0%	1.5%
N	11	61	20
COMMAND EXCELLENCE SEMINAR	2.7%	1.0%	10.7%
N	4	20	139
SWO/SUB DEPT HEAD SCHOOL		4.0%	9.5%
N		82	123
LMET	49.5%	33.2%	38.7%
N	70	687	503
NAVLEAD	9.2%	2.6%	.4%
N	13	53	6
OTHER	9.0%	5.6%	11.1%
N	13	116	144
Column Total	100.0%	100.0%	100.0%
N	141	2070	1297

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q43 LEADERSHIP COURSE LAST ATTENDED

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
BASIC DIV OFFCRS COURSE	17.2%	34.1%	6.3%
N	23	528	62
ADVANCED DIV OFFCRS COURSE	8.1%	4.0%	2.0%
N	11	61	20
COMMAND EXCELLENCE SEMINAR	2.8%	1.3%	13.9%
N	4	20	139
SWO/SUB DEPT HEAD SCHOOL		5.3%	12.4%
N		82	123
LMET	52.6%	44.4%	50.4%
N	70	687	503
NAVLEAD	9.7%	3.4%	.6%
N	13	53	6
OTHER	9.6%	7.5%	14.5%
N	13	116	144
Column Total	100.0%	100.0%	100.0%
N	133	1547	996

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NOT ATTENDED LEADERSHIP COURSES OPTION OMITTED

Q43 LEADERSHIP COURSE LAST ATTENDED

OFFICER

Q44 QUALITY OF LAST COURSE						
	DOES NOT APPLY	VERY POOR	POOR	FAIR	GOOD	VERY GOOD
DOES NOT APPLY N	98.8% 800	3.6% 4	2.9% 6	.6% 5	1.2% 12	.8% 4
BASIC DIV OFFCRS COURSE N	.1% 1	18.2% 19	17.3% 35	27.3% 243	23.5% 242	15.5% 72
ADVANCED DIV OFFCRS COURSE N	.1% 1	1.1% 1	1.0% 2	2.0% 18	3.1% 32	8.2% 38
COMMAND EXCELLENCE SEMINAR N		2.4% 3	2.8% 6	3.7% 33	7.6% 79	9.2% 43
SWO/SUB DEPT HEAD SCHOOL N	.1% 1	19.1% 20	13.4% 27	9.6% 86	5.7% 59	2.7% 12
LMET N		51.5% 54	51.8% 106	48.6% 433	46.5% 479	40.3% 186
NAVLEAD N			2.0% 4	2.0% 18	3.7% 38	2.6% 12
OTHER N	.9% 7	4.0% 4	8.8% 18	6.2% 56	8.7% 90	20.6% 95
Column Total N	100.0% 809	100.0% 104	100.0% 204	100.0% 891	100.0% 1030	100.0% 462

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q43 LEADERSHIP COURSE LAST ATTENDED

	Q44 QUALITY OF LAST COURSE				
	VERY POOR	POOR	FAIR	GOOD	VERY GOOD
BASIC DIV OFFCRS COURSE	18.9%	17.8%	27.5%	23.8%	15.6%
N	19	35	243	242	72
ADVANCED DIV OFFCRS COURSE	1.1%	1.0%	2.0%	3.1%	8.3%
N	1	2	18	32	38
COMMAND EXCELLENCE SEMINAR	2.5%	2.9%	3.7%	7.7%	9.3%
N	3	6	33	79	43
SWO/SUB DEPT HEAD SCHOOL	19.8%	13.8%	9.7%	5.8%	2.7%
N	20	27	86	59	12
LMET	53.5%	53.4%	48.9%	47.0%	40.6%
N	54	106	433	479	186
NAVLEAD		2.1%	2.0%	3.7%	2.7%
N		4	18	38	12
OTHER	4.2%	9.1%	6.3%	8.8%	20.7%
N	4	18	56	90	95
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	101	198	886	1018	458

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q43 HAVE NOT ATTND LEADRSHP CLASS OPTION OMITTED

Q44 DOES NOT APPLY OPTION OMITTED

Q44 QUALITY OF LAST LEADERSHIP COURSE

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
DOES NOT APPLY	4.1%	22.9%	21.7%
N	6	508	299
VERY POOR	2.1%	2.9%	3.2%
N	3	63	44
POOR	2.1%	5.6%	6.7%
N	3	125	92
FAIR	26.6%	27.6%	23.4%
N	41	613	324
GOOD	35.5%	29.9%	29.3%
N	55	664	404
VERY GOOD	29.6%	11.1%	15.7%
N	46	245	217
Column Total	100.0%	100.0%	100.0%
N	155	2220	1380

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q44 QUALITY OF LAST LEADERSHIP COURSE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
VERY POOR	2.2%	3.7%	4.1%
N	3	63	44
POOR	2.2%	7.3%	8.5%
N	3	125	92
FAIR	27.8%	35.8%	29.9%
N	41	613	324
GOOD	37.0%	38.8%	37.4%
N	55	664	404
VERY GOOD	30.9%	14.3%	20.1%
N	46	245	217
Column Total	100.0%	100.0%	100.0%
N	149	1712	1081

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q45 FORMAL LEADERSHIP TRAINING APPLIED TO FIELD

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	4.1%	21.8%	21.6%
N	6	483	299
NONE	6.6%	6.6%	5.5%
N	10	146	77
SOME	53.7%	49.6%	44.0%
N	83	1100	608
MOST	31.9%	19.2%	24.4%
N	49	425	337
ALL	3.7%	2.8%	4.5%
N	6	62	62
Column Total	100.0%	100.0%	100.0%
N	155	2216	1382

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q45 FORMAL LEADERSHIP TRAINING APPLIED TO FIELD

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NONE	6.9%	8.4%	7.1%
N	10	146	77
SOME	56.0%	63.5%	56.1%
N	83	1100	608
MOST	33.2%	24.5%	31.1%
N	49	425	337
ALL	3.9%	3.6%	5.7%
N	6	62	62
Column Total	100.0%	100.0%	100.0%
N	149	1733	1083

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q46 MOST IMPORTANT REASON FOR PURSUING COLLEGE EDUCATION

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
PERSONAL GOALS /SATISFACTION N	37.5% 52	45.8% 953	42.0% 547
IMPROVE PROMOTION /ADVANCEMENT N	8.3% 11	16.3% 340	15.6% 203
IMPROVE CURRENT JOB EFFECTIVENESS N	10.8% 15	4.8% 100	7.7% 100
IMPROVE MARKETABILITY -CIVILIAN CAREER N	36.9% 51	25.9% 539	23.3% 304
QUALIFY OFFICER COMMISSIONING N	.1% 0	1.8% 38	1.2% 16
OTHER N	.8% 1	1.4% 29	1.7% 22
NONE, DONT NEED N	5.7% 8	4.0% 84	8.4% 109
Column Total N	100.0% 139	100.0% 2083	100.0% 1301

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q46 MOST IMPORTANT REASON FOR PURSUING COLLEGE EDUCATION

	Q1 GENDER	
	MALE	FEMALE
PERSONAL GOALS /SATISFACTION N	42.6% 1296	53.2% 255
IMPROVE PROMOTION /ADVANCEMENT N	15.4% 469	17.9% 86
IMPROVE CURRENT JOB EFFECTIVENESS N	6.0% 182	6.7% 32
IMPROVE MARKETABILITY -CIVILIAN CAREER N	26.9% 817	15.8% 76
QUALIFY OFFICER COMMISSIONING N	1.6% 47	1.4% 7
OTHER N	1.5% 46	.9% 4
NONE, DONT NEED N	6.0% 181	4.0% 19
Column Total N	100.0% 3038	100.0% 479

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q46 MOST IMPORTANT REASON FOR PURSUING COLLEGE EDUCATION

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
PERSONAL GOALS /SATISFACTION	43.6%	54.2%	45.6%	33.3%	43.2%
N	1404	80	35	3	21
IMPROVE PROMOTION /ADVANCEMENT	15.7%	13.2%	17.6%	22.5%	25.5%
N	507	19	13	2	12
IMPROVE CURRENT JOB EFFECTIVENESS	6.2%	4.9%	9.9%		
N	198	7	8		
IMPROVE MARKETABILITY -CIVILIAN CAREER	25.6%	21.4%	21.6%	26.0%	28.7%
N	825	31	17	3	14
QUALIFY OFFICER COMMISSIONING	1.5%	3.6%			2.0%
N	48	5			1
OTHER	1.6%				.3%
N	51				0
NONE, DONT NEED	5.9%	2.6%	5.3%	18.2%	.3%
N	189	4	4	2	0
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3223	147	77	10	49

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q46 MOST IMPORTANT REASON FOR PURSUING COLLEGE EDUCATION

	Q4 HIGHEST LEVEL OF EDUCATION				
	ALTERNATE DEGREE, GED	HIGH SCHOOL GRADUATE	SOME COLLEGE, NO DEGREE	2 YEAR DEGREE	4 YEAR DEGREE OR MORE
PERSONAL GOALS					
/SATISFACTION	53.2%	34.6%	35.2%	50.3%	44.6%
N	8	25	66	53	1397
IMPROVE PROMOTION					
/ADVANCEMENT	14.9%	5.4%	14.5%	14.5%	16.1%
N	2	4	27	15	506
IMPROVE CURRENT					
JOB					
EFFECTIVENESS		5.1%	9.9%	6.7%	5.9%
N		4	18	7	186
IMPROVE					
MARKETABILITY					
-CIVILIAN					
CAREER	18.0%	34.9%	37.3%	25.1%	24.4%
N	3	25	70	26	766
QUALIFY OFFICER					
COMMISSIONING				.9%	1.7%
N				1	53
OTHER	5.7%	2.3%	.1%		1.6%
N	1	2	0		49
NONE, DONT NEED	8.2%	17.8%	3.0%	2.5%	5.7%
N	1	13	6	3	178
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	15	73	187	105	3135

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q46 MOST IMPORTANT REASON FOR PURSUING COLLEGE EDUCATION

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
PERSONAL GOALS				
/SATISFACTION	51.3%	41.9%	44.3%	31.8%
N	397	1069	81	2
IMPROVE PROMOTION				
/ADVANCEMENT	13.3%	16.2%	20.4%	20.9%
N	103	413	37	1
IMPROVE CURRENT				
JOB				
EFFECTIVENESS	4.2%	6.8%	4.3%	32.1%
N	33	172	8	2
IMPROVE				
MARKETABILITY				
-CIVILIAN				
CAREER	24.2%	25.9%	22.5%	15.2%
N	187	662	41	1
QUALIFY OFFICER				
COMMISSIONING	.9%	1.6%	3.1%	
N	7	41	6	
OTHER	1.5%	1.5%	1.3%	
N	11	38	2	
NONE, DONT NEED	4.6%	6.1%	4.1%	
N	36	156	7	
Column Total	100.0%	100.0%	100.0%	100.0%
N	774	2551	182	6

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

OFFICER

Q47A EDUCATION: NOT INTERESTED IN COLLEGE EDUCATION

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	9.0%	25.3%	31.1%
N	14	553	416
STRONGLY DISAGREE	58.0%	54.0%	40.4%
N	90	1181	541
DISAGREE	21.5%	11.6%	13.3%
N	33	253	178
NEITHER	7.0%	3.5%	5.5%
N	11	77	74
AGREE	2.5%	2.5%	5.0%
N	4	54	67
STRONGLY AGREE	1.9%	3.1%	4.6%
N	3	68	62
Column Total	100.0%	100.0%	100.0%
N	154	2187	1338

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47A EDUCATION: NOT INTERESTED IN COLLEGE EDUCATION

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	63.8%	72.3%	58.6%
N	90	1181	541
DISAGREE	23.7%	15.5%	19.3%
N	33	253	178
NEITHER	7.7%	4.7%	8.1%
N	11	77	74
AGREE	2.8%	3.3%	7.2%
N	4	54	67
STRONGLY AGREE	2.1%	4.1%	6.7%
N	3	68	62
Column Total	100.0%	100.0%	100.0%
N	140	1634	922

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47A EDUCATION: NOT INTERESTED IN COLLEGE EDUCATION

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	26.7%	26.8%
N	846	135
STRONGLY DISAGREE	48.8%	52.1%
N	1548	262
DISAGREE	13.0%	10.6%
N	411	53
NEITHER	4.4%	4.5%
N	140	22
AGREE	3.5%	2.7%
N	110	13
STRONGLY AGREE	3.6%	3.4%
N	116	17
Column Total	100.0%	100.0%
N	3171	503

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47A EDUCATION: NOT INTERESTED IN COLLEGE EDUCATION

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	66.6%	71.2%
N	1548	262
DISAGREE	17.7%	14.4%
N	411	53
NEITHER	6.0%	6.1%
N	140	22
AGREE	4.7%	3.7%
N	110	13
STRONGLY AGREE	5.0%	4.6%
N	116	17
Column Total	100.0%	100.0%
N	2325	369

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47A EDUCATION: NOT INTERESTED IN COLLEGE EDUCATION

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DOES NOT APPLY	26.5%	30.7%	20.4%	27.2%	31.0%
N	886	51	17	3	17
STRONGLY DISAGREE	48.7%	57.2%	58.8%	40.9%	47.8%
N	1631	95	48	4	27
DISAGREE	13.0%	6.2%	14.8%	3.6%	11.2%
N	435	10	12	0	6
NEITHER	4.5%	2.9%	3.1%	10.8%	4.4%
N	150	5	3	1	2
AGREE	3.4%	2.4%	1.4%	9.5%	5.5%
N	115	4	1	1	3
STRONGLY AGREE	3.8%	.7%	1.6%	8.2%	
N	128	1	1	1	
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3346	166	82	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47A EDUCATION: NOT INTERESTED IN COLLEGE EDUCATION

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE N	66.3% 1631	82.5% 95	73.9% 48	56.1% 4	69.3% 27
DISAGREE N	17.7% 435	9.0% 10	18.5% 12	4.9% 0	16.3% 6
NEITHER N	6.1% 150	4.1% 5	4.0% 3	14.8% 1	6.4% 2
AGREE N	4.7% 115	3.4% 4	1.7% 1	13.0% 1	8.0% 3
STRONGLY AGREE N	5.2% 128	1.0% 1	1.9% 1	11.2% 1	
Column Total N	100.0% 2460	100.0% 115	100.0% 65	100.0% 8	100.0% 39

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47A EDUCATION: NOT INTERESTED IN COLLEGE EDUCATION

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	26.9%	26.8%	24.3%	34.0%
N	215	716	47	2
STRONGLY DISAGREE	51.7%	48.2%	53.2%	32.2%
N	413	1289	102	2
DISAGREE	12.0%	12.7%	13.8%	24.2%
N	96	341	27	1
NEITHER	3.5%	4.8%	2.8%	9.6%
N	28	129	5	1
AGREE	2.3%	3.7%	3.5%	
N	19	100	7	
STRONGLY AGREE	3.6%	3.7%	2.3%	
N	28	100	5	
Column Total	100.0%	100.0%	100.0%	100.0%
N	799	2674	192	6

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47A EDUCATION: NOT INTERESTED IN COLLEGE EDUCATION

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	70.7%	65.8%	70.3%	48.8%
N	413	1289	102	2
DISAGREE	16.5%	17.4%	18.3%	36.7%
N	96	341	27	1
NEITHER	4.7%	6.6%	3.7%	14.5%
N	28	129	5	1
AGREE	3.2%	5.1%	4.6%	
N	19	100	7	
STRONGLY AGREE	4.9%	5.1%	3.1%	
N	28	100	5	
Column Total	100.0%	100.0%	100.0%	100.0%
N	584	1958	145	4

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47B EDUCATION: PURSUING BECAUSE OF DRAWDOWN

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	37.6%	54.3%	63.9%
N	58	1176	835
STRONGLY DISAGREE	14.1%	9.7%	8.9%
N	22	210	116
DISAGREE	14.5%	15.5%	9.9%
N	22	335	129
NEITHER	20.6%	9.9%	8.0%
N	32	215	105
AGREE	9.3%	7.0%	6.3%
N	14	151	83
STRONGLY AGREE	3.9%	3.5%	3.0%
N	6	76	39
Column Total	100.0%	100.0%	100.0%
N	154	2163	1306

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47B EDUCATION: PURSUING BECAUSE OF DRAWDOWN

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	22.6%	21.3%	24.6%
N	22	210	116
DISAGREE	23.3%	33.9%	27.3%
N	22	335	129
NEITHER	32.9%	21.8%	22.2%
N	32	215	105
AGREE	14.9%	15.3%	17.6%
N	14	151	83
STRONGLY AGREE	6.2%	7.7%	8.3%
N	6	76	39
Column Total	100.0%	100.0%	100.0%
N	96	988	471

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47B EDUCATION: PURSUING BECAUSE OF DRAWDOWN

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	57.2%	56.3%
N	1783	282
STRONGLY DISAGREE	9.0%	13.2%
N	281	66
DISAGREE	13.1%	15.7%
N	408	79
NEITHER	10.0%	7.9%
N	311	40
AGREE	7.0%	5.7%
N	219	29
STRONGLY AGREE	3.7%	1.1%
N	116	6
Column Total	100.0%	100.0%
N	3118	501

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47B EDUCATION: PURSUING BECAUSE OF DRAWDOWN

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	21.0%	30.3%
N	281	66
DISAGREE	30.6%	35.9%
N	408	79
NEITHER	23.3%	18.2%
N	311	40
AGREE	16.4%	13.2%
N	219	29
STRONGLY AGREE	8.7%	2.5%
N	116	6
Column Total	100.0%	100.0%
N	1334	219

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47B EDUCATION: PURSUING BECAUSE OF DRAWDOWN

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DOES NOT APPLY N	57.4% 1891	51.7% 86	59.0% 47	39.8% 4	50.3% 28
STRONGLY DISAGREE N	9.3% 306	14.9% 25	9.4% 8	12.3% 1	10.8% 6
DISAGREE N	13.4% 442	16.7% 28	7.2% 6	18.9% 2	13.3% 7
NEITHER N	9.7% 318	8.5% 14	10.3% 8	18.2% 2	15.2% 9
AGREE N	7.0% 229	3.6% 6	7.3% 6	10.8% 1	8.4% 5
STRONGLY AGREE N	3.3% 107	4.6% 8	6.7% 5		2.0% 1
Column Total N	100.0% 3294	100.0% 166	100.0% 80	100.0% 10	100.0% 56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47B EDUCATION: PURSUING BECAUSE OF DRAWDOWN

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	21.8%	30.8%	23.0%	20.5%	21.7%
N	306	25	8	1	6
DISAGREE	31.5%	34.6%	17.7%	31.4%	26.7%
N	442	28	6	2	7
NEITHER	22.7%	17.6%	25.2%	30.2%	30.6%
N	318	14	8	2	9
AGREE	16.3%	7.5%	17.8%	17.9%	16.9%
N	229	6	6	1	5
STRONGLY AGREE	7.6%	9.4%	16.3%		4.0%
N	107	8	5		1
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	1402	80	33	6	28

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47B EDUCATION: PURSUING BECAUSE OF DRAWDOWN

OFFICER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY N	56.7% 449	57.5% 1512	54.4% 103	25.7% 2
STRONGLY DISAGREE N	9.1% 72	9.4% 246	13.0% 25	27.9% 2
DISAGREE N	14.4% 114	13.1% 343	14.8% 28	
NEITHER N	10.8% 86	9.4% 248	9.1% 17	
AGREE N	5.7% 45	7.2% 190	5.5% 10	46.4% 3
STRONGLY AGREE N	3.3% 26	3.4% 89	3.2% 6	
Column Total N	100.0% 792	100.0% 2628	100.0% 190	100.0% 6

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47B EDUCATION: PURSUING BECAUSE OF DRAWDOWN

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	21.0%	22.0%	28.6%	37.6%
N	72	246	25	2
DISAGREE	33.2%	30.7%	32.5%	
N	114	343	28	
NEITHER	25.0%	22.2%	20.0%	
N	86	248	17	
AGREE	13.2%	17.0%	12.0%	62.4%
N	45	190	10	3
STRONGLY AGREE	7.6%	8.0%	6.9%	
N	26	89	6	
Column Total	100.0%	100.0%	100.0%	100.0%
N	343	1116	87	5

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47C EDUCATION: INTERESTED IN EDUCATION VIA COMPUTER

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
DOES NOT APPLY	12.7%	19.5%	24.4%
N	20	422	321
STRONGLY DISAGREE	1.1%	6.5%	7.7%
N	2	141	101
DISAGREE	11.3%	11.0%	12.2%
N	17	239	160
NEITHER	22.7%	17.2%	14.6%
N	35	372	192
AGREE	32.7%	29.8%	28.3%
N	50	646	371
STRONGLY AGREE	19.4%	16.0%	12.8%
N	30	347	168
Column Total	100.0%	100.0%	100.0%
N	154	2167	1313

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47C EDUCATION: INTERESTED IN EDUCATION VIA COMPUTER

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	1.3%	8.1%	10.2%
N	2	141	101
DISAGREE	13.0%	13.7%	16.1%
N	17	239	160
NEITHER	26.0%	21.3%	19.4%
N	35	372	192
AGREE	37.5%	37.0%	37.4%
N	50	646	371
STRONGLY AGREE	22.2%	19.9%	16.9%
N	30	347	168
Column Total	100.0%	100.0%	100.0%
N	134	1745	992

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47C EDUCATION: INTERESTED IN EDUCATION VIA COMPUTER

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	21.3%	18.7%
N	666	94
STRONGLY DISAGREE	6.5%	8.1%
N	203	41
DISAGREE	11.2%	12.7%
N	351	64
NEITHER	16.2%	18.4%
N	505	92
AGREE	29.3%	30.0%
N	916	151
STRONGLY AGREE	15.5%	12.0%
N	484	60
Column Total	100.0%	100.0%
N	3126	502

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47C EDUCATION: INTERESTED IN EDUCATION VIA COMPUTER

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	8.2%	10.0%
N	203	41
DISAGREE	14.3%	15.6%
N	351	64
NEITHER	20.5%	22.6%
N	505	92
AGREE	37.2%	36.9%
N	916	151
STRONGLY AGREE	19.7%	14.8%
N	484	60
Column Total	100.0%	100.0%
N	2460	408

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47C EDUCATION: INTERESTED IN EDUCATION VIA COMPUTER

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DOES NOT APPLY	21.3%	21.3%	14.7%	8.2%	14.0%
N	702	35	12	1	8
STRONGLY DISAGREE	6.9%	6.1%	3.1%		7.0%
N	227	10	3		4
DISAGREE	11.6%	4.3%	17.5%		16.6%
N	384	7	14		9
NEITHER	16.5%	16.5%	14.1%	29.9%	14.2%
N	544	27	11	3	8
AGREE	29.5%	27.5%	28.3%	58.3%	27.9%
N	974	46	23	6	16
STRONGLY AGREE	14.3%	24.3%	22.3%	3.6%	20.3%
N	472	40	18	0	11
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3303	166	81	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47C EDUCATION: INTERESTED IN EDUCATION VIA COMPUTER

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	8.7%	7.8%	3.6%		8.1%
N	227	10	3		4
DISAGREE	14.8%	5.5%	20.5%		19.3%
N	384	7	14		9
NEITHER	20.9%	20.9%	16.5%	32.6%	16.6%
N	544	27	11	3	8
AGREE	37.5%	34.9%	33.2%	63.5%	32.4%
N	974	46	23	6	16
STRONGLY AGREE	18.1%	30.9%	26.1%	3.9%	23.6%
N	472	40	18	0	11
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	2601	131	69	9	48

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47C EDUCATION: INTERESTED IN EDUCATION VIA COMPUTER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY N	22.0% 175	20.5% 540	24.0% 45	
STRONGLY DISAGREE N	8.4% 67	6.2% 164	6.2% 12	
DISAGREE N	12.7% 101	11.0% 289	12.1% 23	40.3% 2
NEITHER N	18.3% 145	16.1% 425	14.6% 28	
AGREE N	25.4% 202	30.8% 812	25.9% 49	53.6% 3
STRONGLY AGREE N	13.2% 104	15.4% 406	17.2% 33	6.1% 0
Column Total N	100.0% 794	100.0% 2637	100.0% 189	100.0% 6

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47C EDUCATION: INTERESTED IN EDUCATION VIA COMPUTER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	10.8%	7.8%	8.1%	
N	67	164	12	
DISAGREE	16.2%	13.8%	15.9%	40.3%
N	101	289	23	2
NEITHER	23.4%	20.3%	19.2%	
N	145	425	28	
AGREE	32.6%	38.7%	34.0%	53.6%
N	202	812	49	3
STRONGLY AGREE	16.9%	19.4%	22.7%	6.1%
N	104	406	33	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	619	2097	144	6

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47D EDUCATION: INTERESTED IN EDUCATION AT LOCAL CAMPUS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	7.1%	17.0%	26.9%
N	11	366	351
STRONGLY DISAGREE	1.2%	2.1%	2.2%
N	2	45	28
DISAGREE	3.1%	4.2%	5.6%
N	5	90	73
NEITHER	14.9%	12.0%	15.4%
N	23	258	201
AGREE	44.7%	38.7%	32.6%
N	68	836	425
STRONGLY AGREE	29.0%	26.0%	17.4%
N	44	562	227
Column Total	100.0%	100.0%	100.0%
N	153	2157	1306

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47D EDUCATION: INTERESTED IN EDUCATION AT LOCAL CAMPUS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	1.3%	2.5%	2.9%
N	2	45	28
DISAGREE	3.3%	5.0%	7.7%
N	5	90	73
NEITHER	16.1%	14.4%	21.1%
N	23	258	201
AGREE	48.1%	46.7%	44.5%
N	68	836	425
STRONGLY AGREE	31.3%	31.4%	23.7%
N	44	562	227
Column Total	100.0%	100.0%	100.0%
N	142	1791	955

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47D EDUCATION: INTERESTED IN EDUCATION AT LOCAL CAMPUS

OFFICER

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	20.0%	21.0%
N	621	105
STRONGLY DISAGREE	1.9%	3.1%
N	60	15
DISAGREE	4.7%	4.5%
N	145	23
NEITHER	13.0%	15.5%
N	404	77
AGREE	37.0%	35.8%
N	1151	179
STRONGLY AGREE	23.5%	20.2%
N	730	101
Column Total	100.0%	100.0%
N	3111	500

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47D EDUCATION: INTERESTED IN EDUCATION AT LOCAL CAMPUS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	2.4%	3.9%
N	60	15
DISAGREE	5.8%	5.7%
N	145	23
NEITHER	16.2%	19.6%
N	404	77
AGREE	46.2%	45.3%
N	1151	179
STRONGLY AGREE	29.3%	25.5%
N	730	101
Column Total	100.0%	100.0%
N	2490	395

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47D EDUCATION: INTEREST IN EDUCATION AT LOCAL CAMPUS

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DOES NOT APPLY	20.5%	17.8%	14.8%	8.2%	15.6%
N	674	29	12	1	9
STRONGLY DISAGREE	2.0%	2.8%	3.5%		
N	67	5	3		
DISAGREE	4.9%	1.4%	1.0%		3.0%
N	162	2	1		2
NEITHER	13.6%	12.7%	7.6%	20.2%	7.7%
N	448	21	6	2	4
AGREE	37.3%	29.1%	35.5%	46.7%	30.8%
N	1227	48	29	5	17
STRONGLY AGREE	21.5%	36.3%	37.6%	25.0%	42.9%
N	708	60	31	3	24
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3286	165	82	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47D EDUCATION: INTERESTED IN EDUCATION AT LOCAL CAMPUS

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	2.6%	3.4%	4.1%		
N	67	5	3		
DISAGREE	6.2%	1.7%	1.2%		3.6%
N	162	2	1		2
NEITHER	17.2%	15.4%	8.9%	22.0%	9.2%
N	448	21	6	2	4
AGREE	47.0%	35.3%	41.6%	50.8%	36.5%
N	1227	48	29	5	17
STRONGLY AGREE	27.1%	44.2%	44.1%	27.2%	50.8%
N	708	60	31	3	24
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	2612	136	70	9	47

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47D EDUCATION: INTERESTED IN EDUCATION AT LOCAL CAMPUS

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	17.5%	20.8%	22.0%	
N	139	545	42	
STRONGLY DISAGREE	1.9%	2.2%	1.6%	
N	15	57	3	
DISAGREE	3.9%	5.0%	2.6%	
N	31	132	5	
NEITHER	12.2%	13.5%	15.7%	50.5%
N	97	352	30	3
AGREE	38.7%	36.5%	32.9%	43.7%
N	308	954	63	3
STRONGLY AGREE	25.7%	22.0%	25.1%	5.7%
N	205	577	48	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	795	2617	190	6

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47D EDUCATION: INTERESTED IN EDUCATION AT LOCAL CAMPUS

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	2.3%	2.8%	2.0%	
N	15	57	3	
DISAGREE	4.7%	6.4%	3.3%	
N	31	132	5	
NEITHER	14.8%	17.0%	20.2%	50.5%
N	97	352	30	3
AGREE	46.9%	46.0%	42.3%	43.7%
N	308	954	63	3
STRONGLY AGREE	31.2%	27.8%	32.3%	5.7%
N	205	577	48	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	656	2072	148	6

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47E EDUCATION: LACK OF TRANSPORTATION

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
DOES NOT APPLY	43.0%	48.6%	55.6%
N	66	1049	724
STRONGLY DISAGREE	22.0%	22.0%	19.3%
N	34	475	251
DISAGREE	17.5%	16.6%	14.4%
N	27	360	187
NEITHER	13.1%	10.1%	8.5%
N	20	218	111
AGREE	3.7%	1.9%	1.3%
N	6	41	17
STRONGLY AGREE	.7%	.9%	1.0%
N	1	18	13
Column Total	100.0%	100.0%	100.0%
N	154	2161	1303

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47E EDUCATION: LACK OF TRANSPORTATION

	Q20 PAY GRADE		
	CWO	01-03	04-06
STRONGLY DISAGREE	38.6%	42.7%	43.3%
N	34	475	251
DISAGREE	30.8%	32.4%	32.3%
N	27	360	187
NEITHER	23.0%	19.6%	19.2%
N	20	218	111
AGREE	6.4%	3.6%	3.0%
N	6	41	17
STRONGLY AGREE	1.2%	1.7%	2.2%
N	1	18	13
Column Total	100.0%	100.0%	100.0%
N	88	1112	579

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47E EDUCATION: LACK OF TRANSPORTATION

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	50.3%	54.0%
N	1566	270
STRONGLY DISAGREE	20.6%	23.2%
N	643	116
DISAGREE	16.1%	14.3%
N	502	71
NEITHER	10.0%	7.3%
N	312	36
AGREE	1.9%	.9%
N	59	5
STRONGLY AGREE	1.0%	.3%
N	30	2
Column Total	100.0%	100.0%
N	3113	500

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47E EDUCATION: LACK OF TRANSPORTATION

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	41.6%	50.4%
N	643	116
DISAGREE	32.5%	31.0%
N	502	71
NEITHER	20.2%	15.8%
N	312	36
AGREE	3.8%	2.0%
N	59	5
STRONGLY AGREE	2.0%	.7%
N	30	2
Column Total	100.0%	100.0%
N	1546	230

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47E EDUCATION: LACK OF TRANSPORTATION

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DOES NOT APPLY	50.5%	54.7%	56.0%	34.2%	54.2%
N	1661	91	45	4	30
STRONGLY DISAGREE	20.6%	26.3%	27.4%	38.5%	13.5%
N	676	44	22	4	8
DISAGREE	16.3%	11.3%	10.8%	7.2%	13.1%
N	537	19	9	1	7
NEITHER	9.8%	6.4%	4.0%	20.2%	16.2%
N	322	11	3	2	9
AGREE	1.9%		.5%		
N	63		0		
STRONGLY AGREE	.8%	1.3%	1.4%		3.0%
N	27	2	1		2
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3287	166	81	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47E EDUCATION: LACK OF TRANSPORTATION

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	41.6%	58.1%	62.1%	58.4%	29.4%
N	676	44	22	4	8
DISAGREE	33.0%	25.0%	24.5%	10.9%	28.7%
N	537	19	9	1	7
NEITHER	19.8%	14.2%	9.2%	30.7%	35.3%
N	322	11	3	2	9
AGREE	3.9%		1.0%		
N	63		0		
STRONGLY AGREE	1.7%	2.8%	3.1%		6.6%
N	27	2	1		2
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	1626	75	36	7	26

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47E EDUCATION: LACK OF TRANSPORTATION

OFFICER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	45.6%	52.6%	48.8%	34.0%
N	361	1381	92	2
STRONGLY DISAGREE	24.3%	19.6%	24.8%	16.1%
N	192	515	47	1
DISAGREE	15.7%	15.9%	15.3%	40.3%
N	124	418	29	2
NEITHER	11.1%	9.3%	9.6%	9.6%
N	87	243	18	1
AGREE	2.5%	1.6%	.9%	
N	20	42	2	
STRONGLY AGREE	.8%	.9%	.6%	
N	6	25	1	
Column Total	100.0%	100.0%	100.0%	100.0%
N	791	2623	189	6

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47E EDUCATION: LACK OF TRANSPORTATION

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE N	44.6% 192	41.5% 515	48.4% 47	24.4% 1
DISAGREE N	28.9% 124	33.7% 418	29.9% 29	61.1% 2
NEITHER N	20.3% 87	19.6% 243	18.8% 18	14.5% 1
AGREE N	4.7% 20	3.3% 42	1.7% 2	
STRONGLY AGREE N	1.5% 6	2.0% 25	1.2% 1	
Column Total N	100.0% 430	100.0% 1242	100.0% 97	100.0% 4

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47F EDUCATION: NEED TO IMPROVE ACADEMIC SKILLS FIRST

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	25.0%	45.7%	56.7%
N	38	987	740
STRONGLY DISAGREE	11.8%	22.9%	19.9%
N	18	495	259
DISAGREE	18.5%	13.3%	11.6%
N	28	288	151
NEITHER	16.8%	10.8%	7.2%
N	26	232	95
AGREE	23.1%	6.1%	3.9%
N	36	131	50
STRONGLY AGREE	4.9%	1.2%	.8%
N	8	27	10
Column Total	100.0%	100.0%	100.0%
N	154	2159	1305

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47F EDUCATION: NEED TO IMPROVE ACADEMIC SKILLS FIRST

	Q20 PAY GRADE		
	CWO	01-03	04-06
STRONGLY DISAGREE	15.7%	42.2%	45.9%
N	18	495	259
DISAGREE	24.7%	24.5%	26.7%
N	28	288	151
NEITHER	22.4%	19.8%	16.7%
N	26	232	95
AGREE	30.8%	11.2%	8.9%
N	36	131	50
STRONGLY AGREE	6.5%	2.3%	1.8%
N	8	27	10
Column Total	100.0%	100.0%	100.0%
N	115	1172	565

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47F EDUCATION: NEED TO IMPROVE ACADEMIC SKILLS FIRST

OFFICER

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	47.8%	54.8%
N	1488	274
STRONGLY DISAGREE	20.8%	24.8%
N	647	124
DISAGREE	13.1%	12.2%
N	406	61
NEITHER	10.3%	6.0%
N	322	30
AGREE	6.6%	2.0%
N	207	10
STRONGLY AGREE	1.4%	.2%
N	43	1
Column Total	100.0%	100.0%
N	3112	501

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47F EDUCATION: NEED TO IMPROVE ACADEMIC SKILLS FIRST

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	39.8%	54.9%
N	647	124
DISAGREE	25.0%	26.9%
N	406	61
NEITHER	19.8%	13.2%
N	322	30
AGREE	12.7%	4.4%
N	207	10
STRONGLY AGREE	2.6%	.5%
N	43	1
Column Total	100.0%	100.0%
N	1625	226

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47F EDUCATION: NEED TO IMPROVE ACADEMIC SKILLS FIRST

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DOES NOT APPLY	48.6%	48.6%	56.3%	23.4%	54.7%
N	1597	81	45	2	31
STRONGLY DISAGREE	21.8%	16.9%	17.4%	16.4%	11.9%
N	716	28	14	2	7
DISAGREE	13.4%	7.9%	7.3%	14.3%	9.2%
N	440	13	6	1	5
NEITHER	9.8%	8.9%	8.7%	23.8%	12.8%
N	321	15	7	2	7
AGREE	5.6%	12.1%	5.0%	22.0%	8.2%
N	185	20	4	2	5
STRONGLY AGREE	.8%	5.6%	5.3%		3.2%
N	27	9	4		2
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3288	166	81	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47F EDUCATION: NEED TO IMPROVE ACADEMIC SKILLS FIRST

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	42.4%	33.0%	39.9%	21.5%	26.3%
N	716	28	14	2	7
DISAGREE	26.1%	15.4%	16.8%	18.7%	20.3%
N	440	13	6	1	5
NEITHER	19.0%	17.2%	19.9%	31.1%	28.2%
N	321	15	7	2	7
AGREE	10.9%	23.5%	11.4%	28.8%	18.2%
N	185	20	4	2	5
STRONGLY AGREE	1.6%	10.9%	12.0%		7.0%
N	27	9	4		2
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	1690	85	35	8	25

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47F EDUCATION: NEED TO IMPROVE ACADEMIC SKILLS FIRST

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	44.6%	49.6%	55.7%	34.0%
N	353	1301	106	2
STRONGLY DISAGREE	25.1%	20.3%	20.1%	16.1%
N	198	531	38	1
DISAGREE	12.3%	13.1%	13.4%	24.2%
N	98	343	25	1
NEITHER	11.2%	9.7%	3.7%	25.7%
N	89	255	7	2
AGREE	5.7%	6.0%	7.1%	
N	45	157	14	
STRONGLY AGREE	1.0%	1.4%		
N	8	36		
Column Total	100.0%	100.0%	100.0%	100.0%
N	791	2623	190	6

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47F EDUCATION: NEED TO IMPROVE ACADEMIC SKILLS FIRST

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	45.3%	40.2%	45.4%	24.4%
N	198	531	38	1
DISAGREE	22.3%	25.9%	30.1%	36.7%
N	98	343	25	1
NEITHER	20.3%	19.3%	8.4%	38.9%
N	89	255	7	2
AGREE	10.4%	11.8%	16.1%	
N	45	157	14	
STRONGLY AGREE	1.8%	2.7%		
N	8	36		
Column Total	100.0%	100.0%	100.0%	100.0%
N	438	1322	84	4

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q48A FSS PRESENT: HOUSING REFERRAL SERVICES

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO EXPERIENCE	32.7%	28.5%	33.4%
N	51	629	460
VERY POOR	4.4%	8.5%	8.1%
N	7	189	112
POOR	10.7%	9.7%	10.5%
N	17	214	145
AVERAGE	24.1%	26.1%	24.8%
N	37	578	343
GOOD	19.9%	20.1%	16.2%
N	31	444	224
VERY GOOD	7.9%	6.7%	6.7%
N	12	147	92
NEVER HEARD OF PROGRAM	.2%	.4%	.3%
N	0	10	4
Column Total	100.0%	100.0%	100.0%
N	155	2211	1380

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48A FSS PRESENT: HOUSING REFERRAL SERVICES

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
VERY POOR	6.6%	12.0%	12.2%
N	7	189	112
POOR	16.0%	13.6%	15.8%
N	17	214	145
AVERAGE	35.9%	36.8%	37.4%
N	37	578	343
GOOD	29.7%	28.2%	24.4%
N	31	444	224
VERY GOOD	11.8%	9.4%	10.1%
N	12	147	92
Column Total	100.0%	100.0%	100.0%
N	104	1572	916

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
 NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48A FSS PRESENT: HOUSING REFERRAL SERVICES

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	40.5%	26.8%	37.4%	53.4%
N	328	732	72	4
VERY POOR	5.3%	9.1%	8.6%	
N	43	248	17	
POOR	6.5%	11.2%	8.8%	
N	53	306	17	
AVERAGE	22.5%	26.9%	18.0%	28.2%
N	182	735	35	2
GOOD	20.4%	18.1%	19.6%	13.4%
N	165	495	38	1
VERY GOOD	3.9%	7.5%	7.5%	5.1%
N	32	205	14	0
NEVER HEARD OF PROGRAM	.9%	.2%	.2%	
N	7	6	0	
Column Total	100.0%	100.0%	100.0%	100.0%
N	810	2726	194	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48A FSS PRESENT: HOUSING REFERRAL SERVICES

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	9.0%	12.5%	13.7%	
N	43	248	17	
POOR	11.1%	15.4%	14.1%	
N	53	306	17	
AVERAGE	38.4%	36.9%	28.8%	60.4%
N	182	735	35	2
GOOD	34.8%	24.9%	31.4%	28.8%
N	165	495	38	1
VERY GOOD	6.7%	10.3%	12.0%	10.9%
N	32	205	14	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	475	1989	121	3

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48B FSS PRESENT: HOUSING MANAGEMENT SERVICES

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
NO EXPERIENCE	36.1%	53.9%	53.1%
N	56	1191	731
VERY POOR	7.8%	6.7%	6.5%
N	12	147	90
POOR	8.0%	7.6%	7.4%
N	12	167	102
AVERAGE	27.1%	13.8%	15.3%
N	42	305	211
GOOD	13.9%	9.2%	8.9%
N	22	203	122
VERY GOOD	2.5%	2.8%	3.5%
N	4	62	49
NEVER HEARD OF PROGRAM	4.5%	6.0%	5.2%
N	7	133	72
Column Total	100.0%	100.0%	100.0%
N	155	2208	1376

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48B FSS PRESENT: HOUSING MANAGEMENT SERVICE

	Q20 PAY GRADE		
	CWO	01-03	04-06
VERY POOR	13.2%	16.6%	15.7%
N	12	147	90
POOR	13.4%	18.9%	17.8%
N	12	167	102
AVERAGE	45.7%	34.5%	36.7%
N	42	305	211
GOOD	23.5%	22.9%	21.3%
N	22	203	122
VERY GOOD	4.3%	7.1%	8.5%
N	4	62	49
Column Total	100.0%	100.0%	100.0%
N	92	884	573

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
 NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48B FSS PRESENT: HOUSING MANAGEMENT SERVICES

OFFICER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	74.5%	46.0%	57.2%	66.8%
N	603	1252	111	5
VERY POOR	3.1%	7.8%	6.3%	
N	25	212	12	
POOR	3.0%	9.1%	4.7%	
N	25	248	9	
AVERAGE	7.1%	17.2%	14.6%	28.2%
N	57	468	28	2
GOOD	5.2%	10.5%	9.1%	
N	42	287	18	
VERY GOOD	.9%	3.6%	4.6%	5.1%
N	8	98	9	0
NEVER HEARD OF PROGRAM	6.2%	5.7%	3.5%	
N	50	155	7	
Column Total	100.0%	100.0%	100.0%	100.0%
N	809	2720	194	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48B FSS PRESENT: HOUSING MANAGEMENT SERVICES

OFFICER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	15.9%	16.1%	16.0%	
N	25	212	12	
POOR	15.8%	18.9%	12.0%	
N	25	248	9	
AVERAGE	36.6%	35.7%	37.1%	84.7%
N	57	468	28	2
GOOD	26.9%	21.8%	23.2%	
N	42	287	18	
VERY GOOD	4.8%	7.5%	11.7%	15.3%
N	8	98	9	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	156	1313	76	2

**NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED**

Q48C FSS PRESENT: THE OMBUDSMEN NETWORK

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
NO EXPERIENCE	32.4%	52.5%	48.3%
N	50	1157	665
VERY POOR	6.6%	3.1%	3.5%
N	10	69	48
POOR	6.5%	4.5%	5.0%
N	10	98	68
AVERAGE	26.5%	15.6%	17.3%
N	41	344	239
GOOD	23.6%	18.0%	17.5%
N	36	397	241
VERY GOOD	3.1%	4.5%	7.2%
N	5	100	99
NEVER HEARD OF PROGRAM	1.2%	1.7%	1.3%
N	2	38	18
Column Total	100.0%	100.0%	100.0%
N	155	2203	1379

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48C FSS PRESENT: THE OMBUDSMEN NETWORK

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
VERY POOR	10.0%	6.8%	7.0%
N	10	69	48
POOR	9.9%	9.7%	9.8%
N	10	98	68
AVERAGE	40.0%	34.1%	34.4%
N	41	344	239
GOOD	35.6%	39.4%	34.6%
N	36	397	241
VERY GOOD	4.6%	9.9%	14.2%
N	5	100	99
Column Total	100.0%	100.0%	100.0%
N	103	1008	696

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
 NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48C FSS PRESENT: THE OMBUDSMEN NETWORK

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	69.4%	43.9%	56.4%	53.4%
N	561	1193	109	4
VERY POOR	1.6%	4.0%	3.0%	
N	13	109	6	
POOR	1.7%	5.7%	3.9%	
N	13	155	8	
AVERAGE	8.8%	19.3%	12.4%	41.6%
N	71	526	24	3
GOOD	12.3%	19.9%	16.1%	
N	100	542	31	
VERY GOOD	3.8%	6.0%	5.1%	5.1%
N	31	162	10	0
NEVER HEARD OF PROGRAM	2.5%	1.2%	3.1%	
N	20	32	6	
Column Total	100.0%	100.0%	100.0%	100.0%
N	808	2719	194	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48C FSS PRESENT: THE OMBUDSMEN NETWORK

OFFICER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	5.5%	7.3%	7.5%	
N	13	109	6	
POOR	5.9%	10.4%	9.7%	
N	13	155	8	
AVERAGE	31.4%	35.2%	30.5%	89.1%
N	71	526	24	3
GOOD	43.8%	36.3%	39.7%	
N	100	542	31	
VERY GOOD	13.4%	10.9%	12.7%	10.9%
N	31	162	10	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	228	1494	79	3

**NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED**

Q48D FSS PRESENT: SPONSOR PROGRAM

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO EXPERIENCE	13.2%	22.1%	16.8%
N	20	487	231
VERY POOR	7.9%	7.7%	7.5%
N	12	170	103
POOR	12.7%	10.6%	8.7%
N	19	233	120
AVERAGE	28.4%	30.1%	29.6%
N	44	664	407
GOOD	27.4%	21.6%	25.1%
N	42	477	345
VERY GOOD	9.7%	7.1%	11.9%
N	15	156	164
NEVER HEARD OF PROGRAM	.7%	.8%	.4%
N	1	18	6
Column Total	100.0%	100.0%	100.0%
N	153	2206	1376

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48D FSS PRESENT: SPONSOR PROGRAM

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
VERY POOR	9.2%	10.0%	9.1%
N	12	170	103
POOR	14.7%	13.7%	10.5%
N	19	233	120
AVERAGE	33.0%	39.1%	35.7%
N	44	664	407
GOOD	31.8%	28.0%	30.3%
N	42	477	345
VERY GOOD	11.3%	9.2%	14.4%
N	15	156	164
Column Total	100.0%	100.0%	100.0%
N	132	1701	1138

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48D FSS PRESENT: SPONSOR PROGRAM

OFFICER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	33.6%	15.8%	17.8%	18.5%
N	274	429	34	1
VERY POOR	6.3%	8.0%	7.2%	23.3%
N	51	218	14	2
POOR	7.9%	10.5%	12.5%	
N	64	284	24	
AVERAGE	25.7%	31.4%	26.1%	41.6%
N	210	851	50	3
GOOD	20.3%	24.0%	23.6%	11.6%
N	165	650	46	1
VERY GOOD	4.9%	9.9%	12.8%	5.1%
N	40	267	25	0
NEVER HEARD OF PROGRAM	1.4%	.5%		
N	11	14		
Column Total	100.0%	100.0%	100.0%	100.0%
N	815	2712	193	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48D FSS PRESENT: SPONSOR PROGRAM

OFFICER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	9.7%	9.6%	8.7%	28.6%
N	51	218	14	2
POOR	12.1%	12.5%	15.2%	
N	64	284	24	
AVERAGE	39.5%	37.5%	31.8%	51.0%
N	210	851	50	3
GOOD	31.1%	28.6%	28.7%	14.2%
N	165	650	46	1
VERY GOOD	7.6%	11.8%	15.6%	6.2%
N	40	267	25	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	530	2270	158	6

**NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED**

Q48E FSS PRESENT: DEPLOYMENT SUPPORT PROGRAMS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO EXPERIENCE	50.1%	59.7%	62.3%
N	77	1303	853
VERY POOR	6.8%	2.4%	2.2%
N	11	52	30
POOR	3.4%	4.2%	3.6%
N	5	92	49
AVERAGE	18.6%	13.2%	10.9%
N	29	287	149
GOOD	14.6%	11.3%	12.5%
N	23	246	171
VERY GOOD	4.6%	3.3%	4.8%
N	7	72	65
NEVER HEARD OF PROGRAM	1.9%	6.0%	3.7%
N	3	131	51
Column Total	100.0%	100.0%	100.0%
N	154	2184	1368

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48E FSS PRESENT: DEPLOYMENT SUPPORT PROGRAMS

Q20 PAY GRADE			
	CWO	O1-03	O4-06
VERY POOR	14.3%	7.0%	6.5%
N	11	52	30
POOR	7.1%	12.3%	10.6%
N	5	92	49
AVERAGE	38.7%	38.3%	32.0%
N	29	287	149
GOOD	30.5%	32.8%	36.8%
N	23	246	171
VERY GOOD	9.5%	9.6%	14.0%
N	7	72	65
Column Total	100.0%	100.0%	100.0%
N	74	750	465

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
 NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48E FSS PRESENT: DEPLOYMENT SUPPORT PROGRAMS

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	72.7%	55.6%	72.2%	74.7%
N	585	1499	137	5
VERY POOR	.8%	3.0%	2.6%	
N	6	82	5	
POOR	2.2%	4.5%	4.6%	
N	18	120	9	
AVERAGE	8.9%	13.9%	8.9%	20.2%
N	71	375	17	1
GOOD	7.3%	13.6%	6.1%	
N	59	368	12	
VERY GOOD	2.1%	4.5%	2.5%	5.1%
N	17	121	5	0
NEVER HEARD OF PROGRAM	6.0%	4.8%	3.1%	
N	48	131	6	
Column Total	100.0%	100.0%	100.0%	100.0%
N	804	2697	190	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48E FSS PRESENT: DEPLOYMENT SUPPORT PROGRAMS

OFFICER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	3.6%	7.7%	10.4%	
N	6	82	5	
POOR	10.3%	11.3%	18.7%	
N	18	120	9	
AVERAGE	41.6%	35.2%	36.1%	79.9%
N	71	375	17	1
GOOD	34.4%	34.5%	24.8%	
N	59	368	12	
VERY GOOD	10.1%	11.4%	9.9%	20.1%
N	17	121	5	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	172	1067	47	2

**NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED**

Q48F PSS PRESENT: PERSONAL FINANCIAL MANAGEMENT PROGRAM

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO EXPERIENCE	39.2%	62.9%	59.8%
N	60	1390	822
VERY POOR	3.5%	2.4%	2.9%
N	5	53	40
POOR	4.9%	4.9%	4.8%
N	7	107	65
AVERAGE	24.8%	12.6%	14.4%
N	38	279	198
GOOD	22.4%	11.5%	12.3%
N	34	253	169
VERY GOOD	3.2%	2.3%	3.2%
N	5	52	44
NEVER HEARD OF PROGRAM	2.0%	3.3%	2.7%
N	3	74	37
Column Total	100.0%	100.0%	100.0%
N	153	2208	1376

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48F FSS PRESENT: PERSONAL FINANCIAL MANAGEMENT COUNSELING

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
VERY POOR	6.0%	7.2%	7.7%
N	5	53	40
POOR	8.3%	14.4%	12.7%
N	7	107	65
AVERAGE	42.2%	37.5%	38.3%
N	38	279	198
GOOD	38.0%	34.0%	32.8%
N	34	253	169
VERY GOOD	5.5%	6.9%	8.5%
N	5	52	44
Column Total	100.0%	100.0%	100.0%
N	90	744	517

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
 NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48F PSS PRESENT: PERSONAL FINANCIAL MANAGEMENT PROGRAM

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE N	71.1% 577	57.3% 1557	65.8% 127	74.7% 5
VERY POOR N	1.5% 12	3.0% 82	2.7% 5	
POOR N	3.8% 31	5.2% 140	4.9% 9	
AVERAGE N	9.2% 75	15.3% 417	11.3% 22	20.2% 1
GOOD N	8.9% 72	13.2% 359	12.2% 24	
VERY GOOD N	1.3% 10	3.1% 84	2.1% 4	5.1% 0
NEVER HEARD OF PROGRAM N	4.3% 35	2.9% 78	1.0% 2	
Column Total N	100.0% 812	100.0% 2716	100.0% 194	100.0% 7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48F FSS PRESENT: PERSONAL FINANCIAL MANAGEMENT

OFFICER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	5.9%	7.5%	8.0%	
N	12	82	5	
POOR	15.4%	12.9%	14.7%	
N	31	140	9	
AVERAGE	37.5%	38.5%	34.1%	79.9%
N	75	417	22	1
GOOD	35.9%	33.2%	36.8%	
N	72	359	24	
VERY GOOD	5.2%	7.8%	6.4%	20.1%
N	10	84	4	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	200	1082	64	2

**NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED**

Q48G FSS PRESENT: FSC COUNSELING SERVICE CENTER

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
NO EXPERIENCE	45.2%	63.9%	57.2%
N	70	1410	786
VERY POOR	2.7%	2.0%	2.4%
N	4	45	33
POOR	7.6%	2.6%	3.9%
N	12	57	54
AVERAGE	17.3%	11.9%	12.3%
N	27	262	170
GOOD	19.3%	14.0%	17.0%
N	30	310	233
VERY GOOD	6.6%	4.7%	6.5%
N	10	103	90
NEVER HEARD OF PROGRAM	1.1%	.8%	.7%
N	2	18	10
Column Total	100.0%	100.0%	100.0%
N	155	2205	1376

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48G FSS PRESENT: FSC COUNSELING SERVICE CENTER

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
VERY POOR	5.1%	5.8%	5.6%
N	4	45	33
POOR	14.3%	7.4%	9.3%
N	12	57	54
AVERAGE	32.3%	33.7%	29.3%
N	27	262	170
GOOD	36.0%	39.9%	40.3%
N	30	310	233
VERY GOOD	12.4%	13.2%	15.5%
N	10	103	90
Column Total	100.0%	100.0%	100.0%
N	83	777	579

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
 NEVER HEARD OF PROGRAM & NOT USED OPTIONS OMITTED

Q48G FSS PRESENT: FSC COUNSELING SERVICE CENTER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	73.9%	57.2%	54.5%	74.7%
N	597	1556	105	5
VERY POOR	.7%	2.7%	2.0%	
N	5	73	4	
POOR	1.7%	3.7%	4.6%	
N	14	101	9	
AVERAGE	8.9%	13.3%	12.7%	20.2%
N	72	361	25	1
GOOD	9.0%	17.1%	15.9%	
N	73	466	31	
VERY GOOD	5.0%	5.2%	9.7%	5.1%
N	41	141	19	0
NEVER HEARD OF PROGRAM	.8%	.8%	.5%	
N	7	22	1	
Column Total	100.0%	100.0%	100.0%	100.0%
N	808	2719	193	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48G FSS PRESENT: FSC COUNSELING SERVICE CENTER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR N	2.7% 5	6.4% 73	4.5% 4	
POOR N	6.7% 14	8.8% 101	10.2% 9	
AVERAGE N	35.1% 72	31.7% 361	28.3% 25	79.9% 1
GOOD N	35.7% 73	40.9% 466	35.4% 31	
VERY GOOD N	19.8% 41	12.3% 141	21.6% 19	20.1% 0
Column Total N	100.0% 204	100.0% 1141	100.0% 87	100.0% 2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48H FSS PRESENT: FSC SPOUSE EMPLOYMENT ASSISTANCE

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
NO EXPERIENCE	65.1%	77.3%	74.3%
N	100	1704	1019
VERY POOR	5.3%	3.9%	4.2%
N	8	85	57
POOR	6.6%	3.3%	3.4%
N	10	73	47
AVERAGE	12.6%	6.1%	6.7%
N	19	136	91
GOOD	3.3%	2.7%	4.4%
N	5	59	61
VERY GOOD	2.5%	1.0%	1.5%
N	4	22	20
NEVER HEARD OF PROGRAM	4.6%	5.8%	5.6%
N	7	127	76
Column Total	100.0%	100.0%	100.0%
N	153	2206	1371

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48H FSS PRESENT: FSC SPOUSE EMPLOYMENT ASSISTANCE

	Q20 PAY GRADE		
	CWO	01-03	04-06
VERY POOR	17.4%	22.7%	20.8%
N	8	85	57
POOR	21.8%	19.5%	17.0%
N	10	73	47
AVERAGE	41.7%	36.2%	33.1%
N	19	136	91
GOOD	10.9%	15.7%	22.0%
N	5	59	61
VERY GOOD	8.2%	5.9%	7.2%
N	4	22	20
Column Total	100.0%	100.0%	100.0%
N	46	375	276

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48H FSS PRESENT: FSC SPOUSE EMPLOYMENT ASSISTANCE

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	88.5%	71.6%	79.2%	74.7%
N	716	1940	153	5
VERY POOR	.4%	5.3%	2.1%	
N	4	143	4	
POOR	.6%	4.3%	4.1%	
N	5	117	8	
AVERAGE	3.3%	7.6%	5.8%	20.2%
N	26	207	11	1
GOOD	1.4%	3.9%	3.5%	
N	11	105	7	
VERY GOOD	.6%	1.4%	2.2%	5.1%
N	5	37	4	0
NEVER HEARD OF PROGRAM	5.3%	6.0%	3.1%	
N	43	162	6	
Column Total	100.0%	100.0%	100.0%	100.0%
N	810	2711	194	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48H FSS PRESENT: FSC SPOUSE EMPLOYMENT ASSISTANCE

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	7.2%	23.5%	11.9%	
N	4	143	4	
POOR	9.1%	19.3%	23.1%	
N	5	117	8	
AVERAGE	52.1%	34.0%	32.6%	79.9%
N	26	207	11	1
GOOD	22.7%	17.3%	20.0%	
N	11	105	7	
VERY GOOD	9.0%	6.0%	12.4%	20.1%
N	5	37	4	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	51	609	34	2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRAM & NOT USED OPTIONS OMITTED

Q481 FSS PRESENT: CHILD DEVELOPMENT CENTERS

	Q20 PAY GRADE		
	CWO	01-03	04-06
NO EXPERIENCE	61.0%	76.6%	71.0%
N	94	1674	971
VERY POOR	4.2%	3.5%	3.0%
N	7	77	40
POOR	5.9%	2.9%	3.1%
N	9	62	42
AVERAGE	14.2%	5.2%	8.9%
N	22	114	122
GOOD	9.8%	7.1%	9.0%
N	15	155	123
VERY GOOD	2.8%	3.2%	3.7%
N	4	70	51
NEVER HEARD OF PROGRAM	2.1%	1.5%	1.3%
N	3	33	18
Column Total	100.0%	100.0%	100.0%
N	154	2185	1368

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q481 FSS PRESENT: CHILD DEVELOPMENT CENTERS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
VERY POOR	11.4%	16.1%	10.7%
N	7	77	40
POOR	15.9%	13.1%	11.1%
N	9	62	42
AVERAGE	38.5%	23.8%	32.2%
N	22	114	122
GOOD	26.6%	32.4%	32.5%
N	15	155	123
VERY GOOD	7.6%	14.6%	13.5%
N	4	70	51
Column Total	100.0%	100.0%	100.0%
N	57	478	379

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48I FSS PRESENT: CHILD DEVELOPMENT CENTERS

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	89.7%	69.3%	72.6%	74.7%
N	722	1866	139	5
VERY POOR	.7%	4.2%	2.8%	
N	6	113	5	
POOR	.4%	3.9%	2.6%	
N	4	105	5	
AVERAGE	3.0%	8.3%	4.8%	20.2%
N	24	223	9	1
GOOD	2.6%	9.2%	11.2%	
N	21	248	21	
VERY GOOD	1.4%	3.9%	4.1%	5.1%
N	11	106	8	0
NEVER HEARD OF PROGRAM	2.2%	1.2%	1.9%	
N	18	32	4	
Column Total	100.0%	100.0%	100.0%	100.0%
N	805	2694	191	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q481 FSS PRESENT: CHILD DEVELOPMENT CENTERS

OFFICER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR N	9.0% 6	14.2% 113	10.8% 5	
POOR N	5.4% 4	13.2% 105	10.2% 5	
AVERAGE N	36.7% 24	28.1% 223	18.9% 9	79.9% 1
GOOD N	32.0% 21	31.2% 248	44.1% 21	
VERY GOOD N	16.8% 11	13.3% 106	16.0% 8	20.1% 0
Column Total N	100.0% 65	100.0% 796	100.0% 49	100.0% 2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48J FSS PRESENT: FAMILY HOME CARE PROGRAMS

	Q20 PAY GRADE		
	CWO	01-03	04-06
NO EXPERIENCE	70.2%	82.7%	77.9%
N	109	1819	1072
VERY POOR	5.8%	2.0%	1.8%
N	9	43	25
POOR	7.2%	1.9%	2.3%
N	11	42	31
AVERAGE	7.8%	4.3%	5.9%
N	12	94	81
GOOD	6.6%	2.9%	4.6%
N	10	64	64
VERY GOOD	.5%	1.0%	1.6%
N	1	21	22
NEVER HEARD OF PROGRAM	1.9%	5.3%	5.9%
N	3	117	81
Column Total	100.0%	100.0%	100.0%
N	155	2200	1377

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48J FSS PRESENT: FAMILY HOME CARE PROGRAMS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
VERY POOR	20.6%	16.2%	11.3%
N	9	43	25
POOR	25.7%	16.0%	13.9%
N	11	42	31
AVERAGE	28.0%	35.5%	36.3%
N	12	94	81
GOOD	23.7%	24.2%	28.4%
N	10	64	64
VERY GOOD	2.0%	8.0%	10.1%
N	1	21	22
Column Total	100.0%	100.0%	100.0%
N	43	264	224

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
 NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48J FSS PRESENT: FAMILY HOME CARE PROGRAMS

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	90.4%	77.7%	77.0%	74.7%
N	730	2110	147	5
VERY POOR	.7%	2.5%	2.2%	
N	5	68	4	
POOR	.4%	2.7%	4.1%	
N	3	73	8	
AVERAGE	2.6%	5.8%	3.0%	20.2%
N	21	159	6	1
GOOD	1.1%	4.2%	6.9%	
N	9	115	13	
VERY GOOD	.4%	1.4%	2.0%	5.1%
N	3	37	4	0
NEVER HEARD OF PROGRAM	4.4%	5.8%	4.9%	
N	35	156	9	
Column Total	100.0%	100.0%	100.0%	100.0%
N	808	2717	191	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48J FSS PRESENT: FAMILY HOME CARE PROGRAMS

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR N	12.5% 5	15.0% 68	11.9% 4	
POOR N	8.2% 3	16.2% 73	22.8% 8	
AVERAGE N	50.2% 21	35.2% 159	16.3% 6	79.9% 1
GOOD N	21.1% 9	25.4% 115	38.0% 13	
VERY GOOD N	8.0% 3	8.2% 37	10.9% 4	20.1% 0
Column Total N	100.0% 42	100.0% 451	100.0% 35	100.0% 2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48K FSS PRESENT: EXCEPTIONAL FAMILY MEMBER PROGRAM

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO EXPERIENCE	70.1%	81.9%	76.3%
N	108	1803	1046
VERY POOR	3.0%	1.0%	.7%
N	5	22	9
POOR	1.8%	1.0%	2.0%
N	3	21	28
AVERAGE	10.5%	3.5%	6.9%
N	16	76	95
GOOD	7.8%	3.7%	6.8%
N	12	82	94
VERY GOOD	2.6%	1.6%	2.9%
N	4	36	40
NEVER HEARD OF PROGRAM	4.3%	7.3%	4.3%
N	7	161	60
Column Total	100.0%	100.0%	100.0%
N	155	2202	1372

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48K FSS PRESENT: EXCEPTIONAL FAMILY MEMBER PROGRAM

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
VERY POOR	11.7%	9.3%	3.5%
N	5	22	9
POOR	6.9%	8.8%	10.5%
N	3	21	28
AVERAGE	40.9%	32.1%	35.7%
N	16	76	95
GOOD	30.3%	34.6%	35.2%
N	12	82	94
VERY GOOD	10.2%	15.2%	15.1%
N	4	36	40
Column Total	100.0%	100.0%	100.0%
N	40	238	266

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
 NEVER HEARD OF PROGRAM & NOT USED OPTIONS OMITTED

Q48K FSS PRESENT: EXCEPTIONAL FAMILY MEMBER PROGRAM

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	85.4%	77.4%	81.5%	74.7%
N	688	2101	157	5
VERY POOR	.7%	1.0%	.8%	
N	6	28	2	
POOR	.4%	1.6%	2.3%	
N	3	44	4	
AVERAGE	3.2%	5.7%	3.1%	20.2%
N	26	154	6	1
GOOD	1.3%	6.0%	8.1%	
N	11	161	16	
VERY GOOD	1.7%	2.4%		5.1%
N	14	64		0
NEVER HEARD OF PROGRAM	7.2%	5.9%	4.1%	
N	58	161	8	
Column Total	100.0%	100.0%	100.0%	100.0%
N	806	2714	192	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48K FSS PRESENT: EXCEPTIONAL FAMILY MEMBER PROGRAM

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR N	9.8% 6	6.3% 28	5.9% 2	
POOR N	5.8% 3	9.7% 44	15.9% 4	
AVERAGE N	43.2% 26	34.2% 154	21.8% 6	79.9% 1
GOOD N	18.2% 11	35.7% 161	56.4% 16	
VERY GOOD N	23.0% 14	14.1% 64		20.1% 0
Column Total N	100.0% 60	100.0% 452	100.0% 28	100.0% 2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRAM & NOT USED OPTIONS OMITTED

Q48L FSS PRESENT: BASE LEVEL FAMILY ADVOCACY PROGRAM

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
NO EXPERIENCE	60.7%	79.4%	68.7%
N	94	1745	943
VERY POOR	2.4%	1.4%	2.5%
N	4	32	35
POOR	6.3%	1.6%	2.6%
N	10	36	36
AVERAGE	14.9%	5.2%	9.7%
N	23	114	134
GOOD	10.2%	5.2%	9.9%
N	16	114	135
VERY GOOD	2.3%	1.2%	2.7%
N	4	26	36
NEVER HEARD OF PROGRAM	3.1%	6.0%	3.9%
N	5	132	54
Column Total	100.0%	100.0%	100.0%
N	155	2199	1372

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48L FSS PRESENT: BASE LEVEL FAMILY ADVOCACY PROGRAMS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
VERY POOR	6.7%	9.9%	9.2%
N	4	32	35
POOR	17.4%	11.1%	9.5%
N	10	36	36
AVERAGE	41.2%	35.4%	35.6%
N	23	114	134
GOOD	28.3%	35.5%	36.0%
N	16	114	135
VERY GOOD	6.5%	8.0%	9.7%
N	4	26	36
Column Total	100.0%	100.0%	100.0%
N	56	321	376

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
 NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48L FSS PRESENT: BASE LEVEL FAMILY ADVOCACY PROGRAM

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE N	85.1% 688	71.7% 1943	72.2% 139	74.7% 5
VERY POOR N	.5% 4	2.3% 62	2.2% 4	
POOR N	1.0% 8	2.4% 66	3.3% 6	
AVERAGE N	3.7% 30	8.4% 227	6.4% 12	20.2% 1
GOOD N	3.0% 25	8.2% 221	9.7% 19	
VERY GOOD N	1.5% 12	1.7% 47	3.2% 6	5.1% 0
NEVER HEARD OF PROGRAM N	5.1% 41	5.3% 144	3.0% 6	
Column Total N	100.0% 809	100.0% 2709	100.0% 192	100.0% 7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48L FSS PRESENT: BASE LEVEL FAMILY ADVOCACY PROGRAM

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR N	5.5% 4	9.9% 62	8.8% 4	
POOR N	10.1% 8	10.6% 66	13.2% 6	
AVERAGE N	38.1% 30	36.5% 227	25.9% 12	79.9% 1
GOOD N	31.0% 25	35.6% 221	39.3% 19	
VERY GOOD N	15.4% 12	7.5% 47	12.8% 6	20.1% 0
Column Total N	100.0% 79	100.0% 622	100.0% 48	100.0% 2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48M FSS PRESENT: RELOCATION ASSISTANCE PROGRAM

OFFICER

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO EXPERIENCE	72.3%	80.8%	79.2%
N	112	1775	1087
VERY POOR	.4%	1.5%	1.0%
N	1	32	14
POOR	2.5%	.9%	1.1%
N	4	19	15
AVERAGE	11.2%	3.7%	5.4%
N	17	82	74
GOOD	5.7%	2.2%	3.5%
N	9	49	49
VERY GOOD	.7%	.9%	.8%
N	1	19	12
NEVER HEARD OF PROGRAM	7.2%	10.0%	8.9%
N	11	221	122
Column Total	100.0%	100.0%	100.0%
N	155	2197	1373

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48M FSS PRESENT: RELOCATION ASSISTANCE PROGRAM

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
VERY POOR	2.2%	16.0%	8.6%
N	1	32	14
POOR	12.1%	9.4%	9.4%
N	4	19	15
AVERAGE	54.6%	40.6%	45.1%
N	17	82	74
GOOD	27.8%	24.6%	29.8%
N	9	49	49
VERY GOOD	3.3%	9.4%	7.0%
N	1	19	12
Column Total	100.0%	100.0%	100.0%
N	32	201	164

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
 NEVER HEARD OF PROGRAM & NOT USED OPTIONS OMITTED

Q48M FSS PRESENT: RELOCATION ASSISTANCE PROGRAM

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE N	86.7% 700	77.5% 2101	84.0% 161	74.7% 5
VERY POOR N	.3% 2	1.6% 44	.5% 1	
POOR N	.3% 2	1.3% 34	.9% 2	
AVERAGE N	2.3% 19	5.3% 143	5.0% 10	20.2% 1
GOOD N	1.4% 11	3.2% 87	3.9% 7	
VERY GOOD N	.6% 5	.9% 26	.6% 1	5.1% 0
NEVER HEARD OF PROGRAM N	8.5% 69	10.1% 275	5.1% 10	
Column Total N	100.0% 807	100.0% 2710	100.0% 192	100.0% 7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48M FSS PRESENT: RELOCATION ASSISTANCE PROGRAM

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	5.4%	13.1%	4.7%	
N	2	44	1	
POOR	5.4%	10.3%	8.1%	
N	2	34	2	
AVERAGE	48.2%	42.8%	46.3%	79.9%
N	19	143	10	1
GOOD	29.2%	26.1%	35.6%	
N	11	87	7	
VERY GOOD	11.8%	7.6%	5.3%	20.1%
N	5	26	1	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	39	334	21	2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48N FSS PRESENT: TRANSITION ASSISTANCE PROGRAM

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
NO EXPERIENCE	66.4%	77.2%	73.8%
N	102	1697	1015
VERY POOR	1.3%	.8%	.9%
N	2	18	13
POOR	1.7%	1.0%	1.5%
N	3	22	20
AVERAGE	11.2%	4.9%	6.2%
N	17	108	86
GOOD	9.3%	5.3%	7.9%
N	14	116	108
VERY GOOD	4.1%	1.9%	2.8%
N	6	42	38
NEVER HEARD OF PROGRAM	6.0%	8.9%	6.9%
N	9	195	95
Column Total	100.0%	100.0%	100.0%
N	154	2199	1375

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48N FSS PRESENT: TRANSITION ASSISTANCE PROGRAM

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
VERY POOR	4.6%	5.9%	4.8%
N	2	18	13
POOR	6.3%	7.3%	7.6%
N	3	22	20
AVERAGE	40.6%	35.2%	32.3%
N	17	108	86
GOOD	33.6%	37.9%	40.8%
N	14	116	108
VERY GOOD	14.9%	13.7%	14.5%
N	6	42	38
Column Total	100.0%	100.0%	100.0%
N	43	307	265

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
 NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48N FSS PRESENT: TRANSITION ASSISTANCE PROGRAM

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	82.1%	73.6%	74.2%	74.7%
N	660	1999	143	5
VERY POOR	.5%	1.0%	.5%	
N	4	27	1	
POOR	.4%	1.5%	.3%	
N	3	41	1	
AVERAGE	4.1%	6.2%	3.6%	20.2%
N	33	169	7	1
GOOD	3.0%	7.2%	10.3%	
N	24	195	20	
VERY GOOD	1.6%	2.4%	4.3%	5.1%
N	13	64	8	0
NEVER HEARD OF PROGRAM	8.3%	8.1%	6.7%	
N	67	220	13	
Column Total	100.0%	100.0%	100.0%	100.0%
N	805	2715	192	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48N FSS PRESENT: TRANSITION ASSISTANCE PROGRAM

OFFICER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	5.6%	5.5%	2.7%	
N	4	27	1	
POOR	4.1%	8.3%	1.6%	
N	3	41	1	
AVERAGE	42.5%	34.0%	19.0%	79.9%
N	33	169	7	1
GOOD	31.4%	39.2%	53.9%	
N	24	195	20	
VERY GOOD	16.4%	12.9%	22.8%	20.1%
N	13	64	8	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	77	496	37	2

**NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRAM & NOT USED OPTIONS OMITTED**

Q480 FSS PRESENT: INFORMATION AND REFERRAL SERVICE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO EXPERIENCE	65.8%	76.4%	70.6%
N	101	1679	969
VERY POOR	.8%	1.1%	1.5%
N	1	23	20
POOR	1.5%	1.2%	1.5%
N	2	26	20
AVERAGE	13.8%	6.1%	7.7%
N	21	135	105
GOOD	11.4%	4.8%	8.2%
N	18	105	112
VERY GOOD	1.3%	1.5%	2.8%
N	2	32	38
NEVER HEARD OF PROGRAM	5.5%	9.0%	7.9%
N	8	198	108
Column Total	100.0%	100.0%	100.0%
N	154	2199	1373

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q480 FSS PRESENT: INFORMATION AND REFERRAL SERVICE

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
VERY POOR	2.6%	7.3%	6.8%
N	1	23	20
POOR	5.3%	8.0%	6.8%
N	2	26	20
AVERAGE	47.8%	42.0%	35.5%
N	21	135	105
GOOD	39.8%	32.8%	38.0%
N	18	105	112
VERY GOOD	4.4%	9.9%	12.9%
N	2	32	38
Column Total	100.0%	100.0%	100.0%
N	44	322	296

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
 NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q480 FSS PRESENT: INFORMATION AND REFERRAL SERVICE

OFFICER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	81.7%	71.7%	71.2%	74.7%
N	657	1944	138	5
VERY POOR	.5%	1.5%	.6%	
N	4	39	1	
POOR	.1%	1.7%	.6%	
N	1	46	1	
AVERAGE	4.4%	7.5%	10.6%	20.2%
N	36	203	21	1
GOOD	2.5%	7.3%	8.4%	
N	20	198	16	
VERY GOOD	1.7%	1.9%	2.6%	5.1%
N	13	52	5	0
NEVER HEARD OF PROGRAM	9.1%	8.5%	6.0%	
N	73	230	12	
Column Total	100.0%	100.0%	100.0%	100.0%
N	804	2713	194	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q480 FSS PRESENT: INFORMATION AND REFERRAL SERVICE

OFFICER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	5.6%	7.3%	2.6%	
N	4	39	1	
POOR	1.3%	8.6%	2.5%	
N	1	46	1	
AVERAGE	48.0%	37.6%	46.4%	79.9%
N	36	203	21	1
GOOD	27.1%	36.8%	36.9%	
N	20	198	16	
VERY GOOD	18.0%	9.7%	11.6%	20.1%
N	13	52	5	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	74	538	44	2

**NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRAM & NOT USED OPTIONS OMITTED**

Q48P FSS PRESENT: SEXUAL ASSAULT VICTIM ASSISTANCE PROGRAM

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
NO EXPERIENCE	77.2%	85.7%	79.2%
N	120	1887	1090
VERY POOR	.6%	.9%	1.2%
N	1	20	17
POOR	1.4%	.6%	1.1%
N	2	13	15
AVERAGE	8.4%	2.8%	5.5%
N	13	62	75
GOOD	5.5%	3.0%	5.6%
N	8	66	78
VERY GOOD	1.6%	.8%	1.6%
N	2	18	22
NEVER HEARD OF PROGRAM	5.3%	6.2%	5.7%
N	8	136	78
Column Total	100.0%	100.0%	100.0%
N	155	2203	1375

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48P FSS PRESENT: SEXUAL ASSAULT VICTIM ASSISTANCE PROGRAM

Q20 PAY GRADE			
	CWO	01-03	04-06
VERY POOR	3.3%	11.0%	8.0%
N	1	20	17
POOR	8.0%	7.4%	7.5%
N	2	13	15
AVERAGE	48.2%	34.4%	36.3%
N	13	62	75
GOOD	31.3%	36.9%	37.4%
N	8	66	78
VERY GOOD	9.2%	10.2%	10.7%
N	2	18	22
Column Total	100.0%	100.0%	100.0%
N	27	180	207

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48P FSS PRESENT: SEXUAL ASSAULT VICTIM ASSISTANCE PROGRAM

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	88.0%	81.6%	82.2%	58.1%
N	712	2216	158	4
VERY POOR	1.1%	1.0%		5.1%
N	9	28		0
POOR	.7%	.9%	1.1%	
N	6	23	2	
AVERAGE	2.9%	4.3%	4.7%	20.2%
N	23	116	9	1
GOOD	1.8%	4.7%	4.6%	11.6%
N	14	128	9	1
VERY GOOD	.6%	1.2%	1.7%	5.1%
N	5	33	3	0
NEVER HEARD OF PROGRAM	4.9%	6.3%	5.7%	
N	40	172	11	
Column Total	100.0%	100.0%	100.0%	100.0%
N	809	2716	192	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48P FSS PRESENT: SEXUAL ASSAULT VICTIM ASSISTANCE PROGRAM

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR N	14.9% 9	8.6% 28		12.1% 0
POOR N	10.0% 6	7.1% 23	9.0% 2	
AVERAGE N	40.8% 23	35.4% 116	39.3% 9	48.2% 1
GOOD N	25.1% 14	38.8% 128	37.9% 9	27.6% 1
VERY GOOD N	9.1% 5	10.1% 33	13.8% 3	12.1% 0
Column Total N	100.0% 57	100.0% 329	100.0% 23	100.0% 3

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48Q PSS PRESENT: SEXUAL ASSAULT AWARENESS & PREVENTION PROGRAM

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
NO EXPERIENCE	68.1%	78.1%	70.4%
N	106	1719	964
VERY POOR	.3%	1.0%	1.3%
N	1	23	18
POOR	2.2%	1.3%	2.3%
N	3	29	32
AVERAGE	10.7%	5.0%	9.5%
N	17	110	130
GOOD	12.0%	6.3%	8.6%
N	19	140	118
VERY GOOD	2.2%	1.9%	2.9%
N	3	41	39
NEVER HEARD OF PROGRAM	4.6%	6.3%	5.0%
N	7	139	69
Column Total	100.0%	100.0%	100.0%
N	155	2200	1370

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48Q FSS PRESENT: SEXUAL ASSAULT AWARENESS & PREVENTION PROGRAM

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
VERY POOR	1.3%	6.6%	5.4%
N	1	23	18
POOR	7.9%	8.5%	9.4%
N	3	29	32
AVERAGE	39.1%	32.1%	38.6%
N	17	110	130
GOOD	43.9%	40.7%	34.9%
N	19	140	118
VERY GOOD	7.9%	12.0%	11.6%
N	3	41	39
Column Total	100.0%	100.0%	100.0%
N	42	342	337

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRAM & NOT USED OPTIONS OMITTED

Q48Q FSS PRESENT: SEXUAL ASSAULT AWARENESS & PREVENTION PROGRAM

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE N	82.6% 664	72.6% 1968	74.7% 145	69.7% 5
VERY POOR N	1.4% 11	1.1% 30		
POOR N	.7% 6	2.0% 54	2.1% 4	5.1% 0
AVERAGE N	4.4% 35	7.7% 208	6.3% 12	20.2% 1
GOOD N	4.7% 38	8.2% 223	7.1% 14	
VERY GOOD N	1.3% 11	2.3% 61	5.3% 10	5.1% 0
NEVER HEARD OF PROGRAM N	4.9% 39	6.1% 167	4.5% 9	
Column Total N	100.0% 805	100.0% 2711	100.0% 194	100.0% 7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48Q FSS PRESENT: SEXUAL ASSAULT AWARENESS & PREVENTION PROGRAM

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR N	10.8% 11	5.3% 30		
POOR N	6.0% 6	9.4% 54	10.0% 4	16.7% 0
AVERAGE N	35.0% 35	36.1% 208	30.2% 12	66.5% 1
GOOD N	37.8% 38	38.7% 223	34.3% 14	
VERY GOOD N	10.4% 11	10.6% 61	25.5% 10	16.7% 0
Column Total N	100.0% 101	100.0% 577	100.0% 40	100.0% 2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRAM & NOT USED OPTIONS OMITTED

Q48R FSS PRESENT: FAMILY SERVICE CENTERS-OVERALL

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO EXPERIENCE	28.3%	42.4%	43.2%
N	44	932	593
VERY POOR	3.1%	2.6%	2.8%
N	5	57	38
POOR	8.2%	4.6%	4.9%
N	13	101	67
AVERAGE	28.7%	25.3%	22.5%
N	44	556	308
GOOD	26.3%	20.1%	20.2%
N	41	443	277
VERY GOOD	4.8%	4.5%	5.9%
N	7	99	81
NEVER HEARD OF PROGRAM	.6%	.5%	.6%
N	1	12	8
Column Total	100.0%	100.0%	100.0%
N	155	2199	1372

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48R FSS PRESENT: FAMILY SERVICE CENTERS-OVERALL

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
VERY POOR	4.4%	4.5%	5.0%
N	5	57	38
POOR	11.5%	8.0%	8.6%
N	13	101	67
AVERAGE	40.3%	44.2%	40.0%
N	44	556	308
GOOD	37.0%	35.3%	35.9%
N	41	443	277
VERY GOOD	6.8%	7.9%	10.5%
N	7	99	81
Column Total	100.0%	100.0%	100.0%
N	110	1256	771

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
 NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48R FSS PRESENT: FAMILY SERVICE CENTERS-OVERALL

OFFICER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE N	59.0% 475	37.2% 1008	41.0% 79	61.3% 4
VERY POOR N	1.1% 9	3.2% 88	2.0% 4	
POOR N	2.3% 19	5.7% 155	3.5% 7	
AVERAGE N	17.1% 138	26.7% 726	22.0% 42	33.6% 2
GOOD N	15.2% 122	21.7% 590	22.0% 42	
VERY GOOD N	4.2% 34	4.9% 134	9.4% 18	5.1% 0
NEVER HEARD OF PROGRAM N	1.0% 8	.5% 13		
Column Total N	100.0% 805	100.0% 2714	100.0% 192	100.0% 7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48R FSS PRESENT: FAMILY SERVICE CENTERS-OVERALL

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR N	2.7% 9	5.2% 88	3.5% 4	
POOR N	5.8% 19	9.1% 155	6.0% 7	
AVERAGE N	42.9% 138	42.9% 726	37.3% 42	86.9% 2
GOOD N	38.1% 122	34.9% 590	37.4% 42	
VERY GOOD N	10.6% 34	7.9% 134	16.0% 18	13.1% 0
Column Total N	100.0% 321	100.0% 1692	100.0% 113	100.0% 3

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q49A FSS PAST: IMPROVED QUALITY OF LIFE

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
DOES NOT APPLY	40.2%	54.2%	49.2%
N	62	1195	677
STRONGLY DISAGREE	3.1%	2.7%	3.2%
N	5	60	44
DISAGREE	8.9%	5.4%	7.0%
N	14	119	96
NEITHER	18.0%	16.5%	15.9%
N	28	364	218
AGREE	26.8%	18.9%	21.2%
N	41	416	292
STRONGLY AGREE	3.0%	2.2%	3.4%
N	5	49	47
Column Total	100.0%	100.0%	100.0%
N	154	2203	1375

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49A FSS PAST: IMPROVED QUALITY OF LIFE

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	5.1%	6.0%	6.3%
N	5	60	44
DISAGREE	14.9%	11.8%	13.7%
N	14	119	96
NEITHER	30.2%	36.1%	31.3%
N	28	364	218
AGREE	44.7%	41.3%	41.9%
N	41	416	292
STRONGLY AGREE	5.1%	4.8%	6.8%
N	5	49	47
Column Total	100.0%	100.0%	100.0%
N	92	1008	698

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q49A FSS PAST: IMPROVED QUALITY OF LIFE

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	76.3%	45.1%	42.8%	61.3%
N	618	1223	83	4
STRONGLY DISAGREE	1.3%	3.4%	3.5%	
N	11	91	7	
DISAGREE	2.2%	7.3%	5.9%	
N	18	198	11	
NEITHER	8.7%	18.5%	18.6%	33.6%
N	71	501	36	2
AGREE	10.4%	22.9%	22.3%	
N	84	620	43	
STRONGLY AGREE	1.0%	2.9%	6.8%	5.1%
N	8	79	13	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	809	2713	194	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49A FSS PAST: IMPROVED QUALITY OF LIFE

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	5.6%	6.1%	6.1%	
N	11	91	7	
DISAGREE	9.4%	13.3%	10.4%	
N	18	198	11	
NEITHER	36.9%	33.6%	32.5%	86.9%
N	71	501	36	2
AGREE	44.0%	41.6%	39.1%	
N	84	620	43	
STRONGLY AGREE	4.1%	5.3%	12.0%	13.1%
N	8	79	13	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	192	1490	111	3

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q49B FSS PAST: POSITIVE IMPACT TO STAY IN NAVY

OFFICER

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	40.6%	54.3%	46.4%
N	62	1196	637
STRONGLY DISAGREE	12.4%	8.2%	12.5%
N	19	180	172
DISAGREE	13.0%	10.8%	13.8%
N	20	238	190
NEITHER	24.3%	19.8%	21.1%
N	37	436	290
AGREE	6.3%	6.0%	4.9%
N	10	132	68
STRONGLY AGREE	3.3%	.8%	1.2%
N	5	19	16
Column Total	100.0%	100.0%	100.0%
N	152	2200	1372

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49B FSS PAST: POSITIVE IMPACT TO STAY IN NAVY

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	20.9%	17.9%	23.4%
N	19	180	172
DISAGREE	21.9%	23.7%	25.8%
N	20	238	190
NEITHER	41.0%	43.4%	39.4%
N	37	436	290
AGREE	10.5%	13.2%	9.2%
N	10	132	68
STRONGLY AGREE	5.6%	1.9%	2.2%
N	5	19	16
Column Total	100.0%	100.0%	100.0%
N	90	1004	735

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q49B FSS PAST: POSITIVE IMPACT TO STAY IN NAVY

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	75.5%	43.9%	44.3%	74.7%
N	609	1189	86	5
STRONGLY DISAGREE	4.1%	11.8%	8.7%	
N	33	319	17	
DISAGREE	5.8%	13.7%	14.1%	
N	47	372	27	
NEITHER	11.4%	23.0%	23.8%	20.2%
N	92	622	46	1
AGREE	2.9%	6.4%	7.2%	
N	23	173	14	
STRONGLY AGREE	.2%	1.3%	1.9%	5.1%
N	2	34	4	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	806	2709	193	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49B FSS PAST: POSITIVE IMPACT TO STAY IN NAVY

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE N	16.9% 33	21.0% 319	15.6% 17	
DISAGREE N	23.8% 47	24.5% 372	25.3% 27	
NEITHER N	46.7% 92	40.9% 622	42.8% 46	79.9% 1
AGREE N	11.8% 23	11.4% 173	12.9% 14	
STRONGLY AGREE N	.9% 2	2.2% 34	3.4% 4	20.1% 0
Column Total N	100.0% 197	100.0% 1520	100.0% 108	100.0% 2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q49C FSS PAST: POSITIVE IMPACT ON FAMILY'S SUPPORT

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	40.4%	58.9%	49.4%
N	62	1292	675
STRONGLY DISAGREE	12.1%	7.8%	12.3%
N	19	172	168
DISAGREE	14.5%	9.5%	13.1%
N	22	208	179
NEITHER	24.3%	18.5%	19.7%
N	37	406	269
AGREE	6.6%	4.7%	4.7%
N	10	102	64
STRONGLY AGREE	2.3%	.6%	.8%
N	3	14	11
Column Total	100.0%	100.0%	100.0%
N	154	2194	1366

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49C FSS PAST: POSITIVE IMPACT ON FAMILY'S SUPPORT

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	20.2%	19.0%	24.3%
N	19	172	168
DISAGREE	24.3%	23.1%	26.0%
N	22	208	179
NEITHER	40.7%	45.0%	38.9%
N	37	406	269
AGREE	11.0%	11.4%	9.3%
N	10	102	64
STRONGLY AGREE	3.8%	1.5%	1.5%
N	3	14	11
Column Total	100.0%	100.0%	100.0%
N	92	902	691

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q49C FSS PAST: POSITIVE IMPACT ON FAMILYS SUPPORT

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	85.8%	45.0%	57.3%	74.7%
N	691	1215	111	5
STRONGLY DISAGREE	1.7%	12.1%	8.5%	
N	14	326	16	
DISAGREE	3.3%	13.4%	11.0%	
N	26	362	21	
NEITHER	8.1%	22.6%	18.6%	20.2%
N	65	609	36	1
AGREE	1.0%	5.9%	4.6%	
N	8	160	9	
STRONGLY AGREE	.1%	1.0%		5.1%
N	1	26		0
Column Total	100.0%	100.0%	100.0%	100.0%
N	805	2700	193	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49C FSS PAST: POSITIVE IMPACT ON FAMILY'S SUPPORT

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE N	12.3% 14	22.0% 326	19.9% 16	
DISAGREE N	23.1% 26	24.4% 362	25.9% 21	
NEITHER N	56.8% 65	41.0% 609	43.5% 36	79.9% 1
AGREE N	6.9% 8	10.8% 160	10.7% 9	
STRONGLY AGREE N	1.0% 1	1.8% 26		20.1% 0
Column Total N	100.0% 114	100.0% 1485	100.0% 82	100.0% 2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q49D FSS PAST: SATISFIED WITH QUALITY OF SERVICES

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
DOES NOT APPLY	32.1%	48.5%	42.4%
N	49	1064	581
STRONGLY DISAGREE	5.3%	3.9%	4.7%
N	8	85	64
DISAGREE	10.9%	8.4%	8.2%
N	17	185	113
NEITHER	17.2%	16.5%	17.1%
N	26	363	234
AGREE	30.1%	20.8%	24.6%
N	46	456	337
STRONGLY AGREE	4.3%	1.9%	3.0%
N	7	42	41
Column Total	100.0%	100.0%	100.0%
N	154	2195	1369

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49D FSS PAST: SATISFIED WITH QUALITY OF SERVICES

	Q20 PAY GRADE		
	CWO	01-03	04-06
STRONGLY DISAGREE	7.9%	7.6%	8.1%
N	8	85	64
DISAGREE	16.1%	16.3%	14.3%
N	17	185	113
NEITHER	25.3%	32.1%	29.7%
N	26	363	234
AGREE	44.3%	40.3%	42.7%
N	46	456	337
STRONGLY AGREE	6.4%	3.7%	5.2%
N	7	42	41
Column Total	100.0%	100.0%	100.0%
N	104	1131	788

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q49D FSS PAST: SATISFIED WITH QUALITY OF SERVICES

OFFICER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	69.9%	38.8%	37.1%	61.3%
N	563	1050	72	4
STRONGLY DISAGREE	2.2%	5.0%	3.0%	
N	18	134	6	
DISAGREE	3.7%	9.9%	8.3%	
N	30	268	16	
NEITHER	9.8%	18.6%	20.0%	33.6%
N	79	501	39	2
AGREE	12.3%	25.4%	27.1%	
N	99	687	52	
STRONGLY AGREE	2.2%	2.3%	4.6%	5.1%
N	17	63	9	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	806	2703	193	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49D FSS PAST: SATISFIED WITH QUALITY OF SERVICES

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE N	7.3% 18	8.1% 134	4.7% 6	
DISAGREE N	12.2% 30	16.2% 268	13.1% 16	
NEITHER N	32.5% 79	30.3% 501	31.8% 39	86.9% 2
AGREE N	40.9% 99	41.6% 687	43.0% 52	
STRONGLY AGREE N	7.2% 17	3.8% 63	7.3% 9	13.1% 0
Column Total N	100.0% 243	100.0% 1653	100.0% 122	100.0% 3

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q49E FSS PAST: SATISFIED WITH AVAILABILITY OF SERVICES

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	30.5%	45.8%	40.1%
N	47	1006	549
STRONGLY DISAGREE	1.7%	3.9%	4.4%
N	3	86	61
DISAGREE	11.1%	8.5%	8.4%
N	17	186	115
NEITHER	15.0%	14.7%	16.5%
N	23	322	225
AGREE	35.8%	24.2%	26.9%
N	55	532	368
STRONGLY AGREE	6.0%	2.8%	3.7%
N	9	62	50
Column Total	100.0%	100.0%	100.0%
N	154	2196	1368

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49E FSS PAST: SATISFIED WITH AVAILABILITY OF SERVICES

Q20 PAY GRADE			
	CWO	01-03	04-06
STRONGLY DISAGREE	2.5%	7.3%	7.4%
N	3	86	61
DISAGREE	15.9%	15.7%	14.0%
N	17	186	115
NEITHER	21.5%	27.1%	27.5%
N	23	322	225
AGREE	51.5%	44.7%	44.9%
N	55	532	368
STRONGLY AGREE	8.6%	5.2%	6.2%
N	9	62	50
Column Total	100.0%	100.0%	100.0%
N	107	1189	819

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q49E FSS PAST: SATISFIED WITH AVAILABILITY OF SERVICES

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY N	68.1% 549	36.1% 975	36.8% 71	61.3% 4
STRONGLY DISAGREE N	2.7% 21	4.5% 123	2.8% 5	
DISAGREE N	3.4% 27	10.2% 277	6.8% 13	
NEITHER N	9.2% 74	17.0% 460	16.5% 32	33.6% 2
AGREE N	14.1% 114	28.8% 777	32.5% 63	
STRONGLY AGREE N	2.5% 21	3.4% 91	4.7% 9	5.1% 0
Column Total N	100.0% 806	100.0% 2703	100.0% 193	100.0% 7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49E FSS PAST: SATISFIED WITH AVAILABILITY OF SERVICES

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	8.3%	7.1%	4.5%	
N	21	123	5	
DISAGREE	10.6%	16.0%	10.7%	
N	27	277	13	
NEITHER	28.8%	26.6%	26.0%	86.9%
N	74	460	32	2
AGREE	44.3%	45.0%	51.4%	
N	114	777	63	
STRONGLY AGREE	8.0%	5.3%	7.4%	13.1%
N	21	91	9	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	257	1728	122	3

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q49F FSS PAST: HE'D ME DO JOB BETTER

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	36.1%	51.7%	43.2%
N	56	1135	592
STRONGLY DISAGREE	12.2%	6.7%	10.0%
N	19	146	137
DISAGREE	12.2%	9.7%	9.6%
N	19	213	132
NEITHER	23.8%	19.0%	17.5%
N	37	417	240
AGREE	11.7%	10.9%	15.3%
N	18	239	210
STRONGLY AGREE	4.1%	2.0%	4.3%
N	6	44	59
Column Total	100.0%	100.0%	100.0%
N	154	2194	1369

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49F FSS PAST: HELPED ME DO JOB BETTER

	Q20 PAY GRADE		
	CWO	01-03	04-06
STRONGLY DISAGREE	19.0%	13.8%	17.6%
N	19	146	137
DISAGREE	19.0%	20.1%	16.9%
N	19	213	132
NEITHER	37.2%	39.4%	30.9%
N	37	417	240
AGREE	18.3%	22.5%	27.0%
N	18	239	210
STRONGLY AGREE	6.5%	4.2%	7.6%
N	6	44	59
Column Total	100.0%	100.0%	100.0%
N	98	1059	777

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q49F FSS PAST: HELPED ME DO JOB BETTER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY N	71.4% 575	41.4% 1119	41.7% 80	61.3% 4
STRONGLY DISAGREE N	3.3% 26	9.6% 260	8.0% 15	
DISAGREE N	4.2% 34	11.5% 310	9.6% 19	
NEITHER N	11.1% 89	20.6% 557	22.7% 44	33.6% 2
AGREE N	9.1% 73	13.6% 368	13.1% 25	
STRONGLY AGREE N	1.0% 8	3.3% 89	4.9% 10	5.1% 0
Column Total N	100.0% 805	100.0% 2703	100.0% 193	100.0% 7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49F FSS PAST: HELPED ME DO JOB BETTER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	11.4%	16.4%	13.7%	
N	26	260	15	
DISAGREE	14.6%	19.5%	16.5%	
N	34	310	19	
NEITHER	38.7%	35.2%	38.9%	86.9%
N	89	557	44	2
AGREE	31.8%	23.2%	22.4%	
N	73	368	25	
STRONGLY AGREE	3.6%	5.6%	8.5%	13.1%
N	8	89	10	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	231	1583	113	3

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q50 DOES SPOUSE TAKE CARE OF CHILDREN

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
NO SPOUSE	4.0%	3.6%	1.9%
N	2	25	10
YES	54.3%	62.0%	64.0%
N	32	431	328
NO	41.7%	34.4%	34.1%
N	25	240	175
Column Total	100.0%	100.0%	100.0%
N	60	695	513

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q50 DOES SPOUSE TAKE CARE OF CHILDREN

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
YES	56.6%	64.3%	65.2%
N	32	431	328
NO	43.4%	35.7%	34.8%
N	25	240	175
Column Total	100.0%	100.0%	100.0%
N	57	671	503

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO SPOUSE OPTION OMITTED

Q50 DOES SPOUSE TAKE CARE OF CHILDREN

	Q1 GENDER	
	MALE	FEMALE
NO SPOUSE	1.7%	13.8%
N	20	17
YES	68.2%	9.3%
N	780	11
NO	30.1%	76.9%
N	344	95
Column Total	100.0%	100.0%
N	1143	123

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q50 DOES SPOUSE TAKE CARE OF CHILDREN

Q1 GENDER		
	MALE	FEMALE
YES	69.4%	10.8%
N	780	11
NO	30.6%	89.2%
N	344	95
Column Total	100.0%	100.0%
N	1123	106

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO SPOUSE OPTION OMITTED

Q51 TYPES OF CHILD CARE OBTAINED IN LAST 6 MONTHS

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
DOES NOT APPLY	25.3%	10.3%	13.6%
N	6	21	19
ALL-DAY CARE	16.9%	57.8%	42.0%
N	4	119	57
BEFORE OR AFTER SCHOOL	54.9%	25.4%	38.1%
N	13	52	52
OVERNIGHT CARE		1.4%	1.3%
N		3	2
DUTY DAYS		.7%	
N		1	
WHEN SHIP GOES OUT	1.6%		.7%
N	0		1
OTHER	1.4%	4.5%	4.2%
N	0	9	6
Column Total	100.0%	100.0%	100.0%
N	24	206	136

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q51 TYPES OF CHILD CARE OBTAINED IN LAST 6 MONTHS

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
ALL-DAY CARE	22.6%	64.4%	48.6%
N	4	119	57
BEFORE OR AFTER SCHOOL	73.5%	28.3%	44.1%
N	13	52	52
OVERNIGHT CARE		1.5%	1.5%
N		3	2
DUTY DAYS		.8%	
N		1	
WHEN SHIP GOES OUT	2.1%		.8%
N	0		1
OTHER	1.8%	5.0%	4.8%
N	0	9	6
Column Total	100.0%	100.0%	100.0%
N	18	185	118

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q51 TYPES OF CHILD CARE OBTAINED IN LAST 6 MONTHS

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	14.6%	3.1%
N	44	2
ALL-DAY CARE	47.7%	56.0%
N	143	38
BEFORE OR AFTER SCHOOL	32.8%	28.8%
N	98	19
OVERNIGHT CARE	.6%	4.2%
N	2	3
DUTY DAYS	.5%	
N	1	
WHEN SHIP GOES OUT	.4%	
N	1	
OTHER	3.3%	7.9%
N	10	5
Column Total	100.0%	100.0%
N	299	67

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q51 TYPES OF CHILD CARE OBTAINED IN LAST 6 MONTHS

	Q1 GENDER	
	MALE	FEMALE
ALL-DAY CARE	55.9%	57.8%
N	143	38
BEFORE OR AFTER SCHOOL	38.4%	29.7%
N	98	19
OVERNIGHT CARE	.7%	4.3%
N	2	3
DUTY DAYS	.6%	
N	1	
WHEN SHIP GOES OUT	.5%	
N	1	
OTHER	3.9%	8.2%
N	10	5
Column Total	100.0%	100.0%
N	255	65

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q51 TYPES OF CHILD CARE OBTAINED IN LAST 6 MONTHS

Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED
DOES NOT APPLY	73.5%	9.4%	36.8%
N	7	32	7
ALL-DAY CARE	14.9%	52.3%	13.7%
N	1	176	3
BEFORE OR AFTER SCHOOL	11.7%	33.6%	14.4%
N	1	113	3
OVERNIGHT CARE		1.0%	5.7%
N		4	1
DUTY DAYS		.4%	
N		1	
WHEN SHIP GOES OUT			6.9%
N			1
OTHER		3.2%	22.5%
N		11	4
Column Total	100.0%	100.0%	100.0%
N	9	337	19

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q51 TYPES OF CHILD CARE OBTAINED IN LAST 6 MONTHS

	Q5 CURRENT MARITAL STATUS		
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED
ALL-DAY CARE	56.0%	57.7%	21.7%
N	1	176	3
BEFORE OR AFTER SCHOOL	44.0%	37.1%	22.7%
N	1	113	3
OVERNIGHT CARE		1.1%	9.0%
N		4	1
DUTY DAYS		.5%	
N		1	
WHEN SHIP GOES OUT			10.9%
N			1
OTHER		3.6%	35.5%
N		11	4
Column Total	100.0%	100.0%	100.0%
N	3	305	12

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q52 PRIMARY CARETAKER FOR YOUNGEST CHILD

	Q20 PAY GRADE		
	CWO	01-03	04-06
MIL CHILD CENTR N	19.7% 5	11.2% 29	8.0% 14
BASE FAMILY HOME CARE N		5.5% 14	5.9% 10
PRVT LICNSD FACIL N	10.3% 3	35.5% 91	30.6% 54
CV FMLY HOME CARE N	12.7% 3	15.8% 41	12.9% 23
AT-HOME EMPLOYEE N	8.5% 2	5.2% 13	16.5% 29
RELATIVE\SIBLINGS N	28.8% 8	9.0% 23	8.0% 14
FRIEND N	5.6% 1	8.3% 21	4.0% 7
OTHER N	6.7% 2	6.8% 18	11.0% 19
NO ARRANGEMENTS N	7.7% 2	2.5% 6	3.1% 6
Column Total N	100.0% 26	100.0% 256	100.0% 175

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q52 PRIMARY CARETAKER FOR YOUNGEST CHILD

	Q1 GENDER	
	MALE	FEMALE
MIL CHILD CENTR N	7.5% 26	20.0% 22
BASE FAMILY HOME CARE N	5.3% 19	5.5% 6
PRVT LICNSD FACIL N	33.4% 116	27.4% 30
CV FMLY HOME CARE N	14.0% 49	16.5% 18
AT-HOME EMPLOYEE N	9.1% 32	11.7% 13
RELATIVE\SIBLINGS N	11.0% 38	5.9% 6
FRIEND N	7.2% 25	4.4% 5
OTHER N	8.8% 30	7.5% 8
NO ARRANGEMENTS N	3.7% 13	1.0% 1
Column Total N	100.0% 348	100.0% 108

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q52 PRIMARY CARETAKER FOR YOUNGEST CHILD

	Q5 CURRENT MARITAL STATUS		
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED
MIL CHILD CENTR N	55.9% 4	9.6% 40	12.1% 4
BASE FAMILY HOME CARE N		5.6% 23	3.8% 1
PRVT LICNSD FACIL N	14.7% 1	34.0% 142	8.6% 3
CV FMLY HOME CARE N		15.2% 64	8.6% 3
AT-HOME EMPLOYEE N		9.5% 40	15.7% 5
RELATIVE\SIBLINGS N		9.2% 39	20.3% 6
FRIEND N		7.1% 30	
OTHER N	29.4% 2	7.9% 33	10.4% 3
NO ARRANGEMENTS N		1.9% 8	20.5% 6
Column Total N	100.0% 8	100.0% 419	100.0% 29

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q53 WHY NOT USING MILITARY OR FAMILY HOME CARE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	23.0%	16.3%	17.6%
N	6	43	30
DONT NEED IT	38.5%	16.8%	26.3%
N	9	40	45
NOT AVAILABLE	3.0%	5.8%	8.1%
N	1	14	14
WAITING LIST	3.0%	19.1%	8.5%
N	1	45	14
LOCATION	14.7%	17.5%	22.5%
N	4	42	38
SUBSTANDARD		6.7%	9.4%
N		16	16
RESTRICTED HRS	6.0%	3.4%	2.3%
N	1	8	4
TOO EXPENSIVE	6.0%	4.4%	.6%
N	1	11	1
OTHER	5.8%	8.0%	4.7%
N	1	19	8
Column Total	100.0%	100.0%	100.0%
N	25	237	170

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q53 WHY NOT USING MILITARY OR FAMILY HOME CARE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT NEED IT	50.0%	20.5%	31.9%
N	9	40	45
NOT AVAILABLE	3.9%	7.0%	9.8%
N	1	14	14
WAITING LIST	3.9%	23.4%	10.3%
N	1	45	14
LOCATION	19.2%	21.4%	27.3%
N	4	42	38
SUBSTANDARD		8.2%	11.5%
N		16	16
RESTRICTED HRS	7.8%	4.2%	2.8%
N	1	8	4
TOO EXPENSIVE	7.8%	5.4%	.7%
N	1	11	1
OTHER	7.5%	9.8%	5.7%
N	1	19	8
Column Total	100.0%	100.0%	100.0%
N	19	194	140

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q53 WHY NOT USING MILITARY OR FAMILY HOME CARE

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	16.3%	25.6%
N	54	25
DONT NEED IT	23.9%	14.7%
N	80	14
NOT AVAILABLE	6.1%	8.0%
N	20	8
WAITING LIST	11.8%	22.0%
N	39	21
LOCATION	21.1%	13.3%
N	71	13
SUBSTANDARD	7.6%	5.5%
N	26	5
RESTRICTED HRS	2.5%	5.2%
N	8	5
TOO EXPENSIVE	3.0%	2.9%
N	10	3
OTHER	7.7%	2.9%
N	26	3
Column Total	100.0%	100.0%
N	334	96

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q53 WHY NOT USING MILITARY OR FAMILY HOME CARE

	Q1 GENDER	
	MALE	FEMALE
DONT NEED IT	28.5%	19.7%
N	80	14
NOT AVAILABLE	7.3%	10.7%
N	20	8
WAITING LIST	14.1%	29.5%
N	39	21
LOCATION	25.2%	17.8%
N	71	13
SUBSTANDARD	9.1%	7.4%
N	26	5
RESTRICTED HRS	3.0%	7.1%
N	8	5
TOO EXPENSIVE	3.6%	3.9%
N	10	3
OTHER	9.1%	3.9%
N	26	3
Column Total	100.0%	100.0%
N	280	72

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q53 WHY NOT USING MILITARY OR FAMILY HOME CARE

	Q5 CURRENT MARITAL STATUS		
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED
DOES NOT APPLY	55.9%	16.8%	30.0%
N	4	66	9
DONT NEED IT	14.7%	21.3%	30.6%
N	1	84	9
NOT AVAILABLE	14.7%	6.5%	4.2%
N	1	26	1
WAITING LIST		14.8%	8.0%
N		58	2
LOCATION		20.9%	3.4%
N		82	1
SUBSTANDARD		7.4%	5.8%
N		29	2
RESTRICTED HRS		3.0%	5.8%
N		12	2
TOO EXPENSIVE	14.7%	2.6%	5.8%
N	1	10	2
OTHER		6.7%	6.4%
N		27	2
Column Total	100.0%	100.0%	100.0%
N	8	394	29

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q53 WHY NOT USING MILITARY OR FAMILY HOME CARE

Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED
DONT NEED IT	33.3%	25.6%	43.7%
N	1	84	9
NOT AVAILABLE	33.3%	7.9%	6.0%
N	1	26	1
WAITING LIST		17.7%	11.4%
N		58	2
LOCATION		25.1%	4.8%
N		82	1
SUBSTANDARD		8.9%	8.3%
N		29	2
RESTRICTED HRS		3.6%	8.3%
N		12	2
TOO EXPENSIVE	33.3%	3.1%	8.3%
N	1	10	2
OTHER		8.1%	9.1%
N		27	2
Column Total	100.0%	100.0%	100.0%
N	3	328	20

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q54 CHILD CARE NEEDS INTERFERE WITH JOB

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
NEVER	31.5%	19.1%	19.3%
N	8	50	34
RARELY	23.5%	34.2%	41.3%
N	6	89	74
SOMETIMES	43.0%	40.5%	35.3%
N	11	106	63
OFTEN	2.0%	4.9%	3.1%
N	1	13	6
VERY OFTEN		1.3%	.9%
N		3	2
Column Total	100.0%	100.0%	100.0%
N	26	262	178

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q54 CHILD CARE NEEDS INTERFERE WITH JOB

	Q1 GENDER	
	MALE	FEMALE
NEVER	22.4%	11.8%
N	79	13
RARELY	34.3%	43.2%
N	121	48
SOMETIMES	37.8%	40.8%
N	134	45
OFTEN	4.6%	2.4%
N	16	3
VERY OFTEN	.9%	1.8%
N	3	2
Column Total	100.0%	100.0%
N	354	111

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q54 CHILD CARE NEEDS INTERFERE WITH JOB

Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED
NEVER	12.8%	19.6%	25.8%
N	1	83	8
RARELY	12.8%	36.8%	38.2%
N	1	156	12
SOMETIMES	54.8%	38.8%	30.1%
N	5	165	10
OFTEN	19.6%	3.6%	5.9%
N	2	15	2
VERY OFTEN		1.2%	
N		5	
Column Total	100.0%	100.0%	100.0%
N	9	425	32

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q55 WAYS CHILD CARE NEEDS INTERFERE WITH JOB

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	41.5%	31.5%	32.8%
N	11	79	56
DISTRACTNS ON DTY	7.1%	9.0%	8.9%
N	2	23	15
MISS WORK		6.9%	10.8%
N		17	18
LATE FOR WORK	1.4%	4.4%	5.5%
N	0	11	9
MUST LEAVE EARLY	14.1%	16.4%	18.4%
N	4	41	31
LIMITS BILLET CHOICES		3.6%	1.1%
N		9	2
FRICTION W\ CO-WORKERS	2.0%	1.7%	1.1%
N	1	4	2
RAISES STRESS LEVEL	28.2%	20.0%	18.2%
N	7	50	31
OTHER	5.7%	6.5%	3.3%
N	1	16	6
Column Total	100.0%	100.0%	100.0%
N	26	250	170

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q55 WAYS CHILD CARE NEEDS INTERFERE WITH JOB

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DISTRACTNS ON DTY	12.1%	13.2%	13.2%
N	2	23	15
MISS WORK		10.1%	16.1%
N		17	18
LATE FOR WORK	2.4%	6.5%	8.2%
N	0	11	9
MUST LEAVE EARLY	24.0%	23.9%	27.4%
N	4	41	31
LIMITS BILLET CHOICES		5.2%	1.6%
N		9	2
FRICION W\ CO-WORKERS	3.5%	2.5%	1.6%
N	1	4	2
RAISES STRESS LEVEL	48.2%	29.2%	27.1%
N	7	50	31
OTHER	9.7%	9.5%	4.9%
N	1	16	6
Column Total	100.0%	100.0%	100.0%
N	15	171	114

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q55 WAYS CHILD CARE NEEDS INTERFERE WITH JOB

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	33.6%	29.4%
N	115	30
DISTRACTNS ON DTY	9.2%	7.8%
N	31	8
MISS WORK	6.8%	10.9%
N	23	11
LATE FOR WORK	5.5%	2.1%
N	19	2
MUST LEAVE EARLY	18.0%	14.0%
N	61	15
LIMITS BILLET CHOICES	.9%	7.4%
N	3	8
FRICTION W\ CO-WORKERS	1.6%	1.1%
N	5	1
RAISES STRESS LEVEL	19.8%	19.8%
N	68	21
OTHER	4.6%	7.5%
N	16	8
Column Total	100.0%	100.0%
N	341	104

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q55 WAYS CHILD CARE NEEDS INTERFERE WITH JOB

	Q1 GENDER	
	MALE	FEMALE
DISTRRACTNS ON DTY N	13.9% 31	11.1% 8
MISS WORK N	10.2% 23	15.4% 11
LATE FOR WORK N	8.2% 19	3.0% 2
MUST LEAVE EARLY N	27.1% 61	19.8% 15
LIMITS BILLET CHOICES N	1.4% 3	10.5% 8
FRICTION W\ CO-WORKERS N	2.4% 5	1.5% 1
RAISES STRESS LEVEL N	29.9% 68	28.1% 21
OTHER N	6.9% 16	10.6% 8
Column Total N	100.0% 226	100.0% 73

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q55 WAYS CHILD CARE NEEDS INTERFERE WITH JOB

Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED
DOES NOT APPLY	38.5%	31.7%	44.8%
N	3	129	13
DISTRACTNS ON DTY	16.3%	9.4%	
N	1	38	
MISS WORK		8.5%	
N		34	
LATE FOR WORK		5.1%	
N		21	
MUST LEAVE EARLY	32.4%	17.6%	4.7%
N	3	72	1
LIMITS BILLET CHOICES		2.0%	9.7%
N		8	3
FRICTION W\ CO-WORKERS		1.2%	5.9%
N		5	2
RAISES STRESS LEVEL	12.8%	19.8%	22.1%
N	1	81	6
OTHER		4.8%	12.8%
N		20	4
Column Total	100.0%	100.0%	100.0%
N	9	407	29

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q55 WAYS CHILD CARE NEEDS INTERFERE WITH JOB

	Q5 CURRENT MARITAL STATUS		
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED
DISTRRACTNS ON DTY N	26.5% 1	13.7% 38	
MISS WORK N		12.4% 34	
LATE FOR WORK N		7.5% 21	
MUST LEAVE EARLY N	52.7% 3	25.8% 72	8.5% 1
LIMITS BILLET CHOICES N		2.9% 8	17.6% 3
FRICTION W\ CO-WORKERS N		1.7% 5	10.7% 2
RAISES STRESS LEVEL N	20.8% 1	29.0% 81	40.0% 6
OTHER N		7.1% 20	23.2% 4
Column Total N	100.0% 5	100.0% 278	100.0% 16

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q56A CHILD CARE: SATISFIED WITH CHILD CARE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	4.6%	3.3%	3.5%
N	1	9	6
STRONGLY DISAGREE	6.8%	7.0%	1.0%
N	2	18	2
DISAGREE	9.0%	11.2%	12.3%
N	2	29	22
NEITHER		5.8%	6.7%
N		15	12
AGREE	52.0%	45.4%	46.1%
N	14	119	82
STRONGLY AGREE	27.7%	27.2%	30.4%
N	7	71	54
Column Total	100.0%	100.0%	100.0%
N	26	262	177

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q56A CHILD CARE: SATISFIED WITH CHILD CARE

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
STRONGLY DISAGREE	7.1%	7.3%	1.1%
N	2	18	2
DISAGREE	9.4%	11.6%	12.8%
N	2	29	22
NEITHER		6.0%	6.9%
N		15	12
AGREE	54.5%	47.0%	47.8%
N	14	119	82
STRONGLY AGREE	29.0%	28.1%	31.5%
N	7	71	54
Column Total	100.0%	100.0%	100.0%
N	25	253	171

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q56A CHILD CARE: SATISFIED WITH CHILD CARE

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	4.6%	
N	16	
STRONGLY DISAGREE	4.4%	4.9%
N	15	5
DISAGREE	12.7%	7.9%
N	45	9
NEITHER	6.7%	3.2%
N	24	3
AGREE	46.2%	45.9%
N	163	51
STRONGLY AGREE	25.5%	38.1%
N	90	42
Column Total	100.0%	100.0%
N	353	111

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q56A CHILD CARE: SATISFIED WITH CHILD CARE

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	4.6%	4.9%
N	15	5
DISAGREE	13.3%	7.9%
N	45	9
NEITHER	7.0%	3.2%
N	24	3
AGREE	48.5%	45.9%
N	163	51
STRONGLY AGREE	26.7%	38.1%
N	90	42
Column Total	100.0%	100.0%
N	337	111

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q56A CHILD CARE: SATISFIED WITH CHILD CARE

Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED
DOES NOT APPLY	12.8%	3.0%	7.4%
N	1	13	2
STRONGLY DISAGREE	32.4%	3.6%	9.7%
N	3	15	3
DISAGREE	12.8%	10.8%	20.7%
N	1	46	6
NEITHER		6.1%	3.6%
N		26	1
AGREE	12.8%	47.0%	44.2%
N	1	200	14
STRONGLY AGREE	29.1%	29.5%	14.4%
N	3	125	4
Column Total	100.0%	100.0%	100.0%
N	9	425	31

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q56A CHILD CARE: SATISFIED WITH CHILD CARE

Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED
STRONGLY DISAGREE N	37.2% 3	3.7% 15	10.5% 3
DISAGREE N	14.7% 1	11.2% 46	22.3% 6
NEITHER N		6.3% 26	3.9% 1
AGREE N	14.7% 1	48.4% 200	47.7% 14
STRONGLY AGREE N	33.4% 3	30.4% 125	15.5% 4
Column Total N	100.0% 8	100.0% 412	100.0% 28

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q56B CHILD CARE: POSITIVE IMPACT TO STAY IN NAVY

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	31.5%	33.9%	31.8%
N	8	87	55
STRONGLY DISAGREE	23.9%	27.0%	24.7%
N	6	70	43
DISAGREE	29.2%	10.1%	15.1%
N	8	26	26
NEITHER	15.3%	16.9%	17.6%
N	4	44	30
AGREE		9.4%	7.9%
N		24	14
STRONGLY AGREE		2.7%	2.7%
N		7	5
Column Total	100.0%	100.0%	100.0%
N	26	258	173

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q56B CHILD CARE: POSITIVE IMPACT TO STAY IN NAVY

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	34.9%	40.9%	36.3%
N	6	70	43
DISAGREE	42.6%	15.3%	22.2%
N	8	26	26
NEITHER	22.4%	25.5%	25.9%
N	4	44	30
AGREE		14.2%	11.6%
N		24	14
STRONGLY AGREE		4.1%	4.0%
N		7	5
Column Total	100.0%	100.0%	100.0%
N	18	171	118

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q56B CHILD CARE: POSITIVE IMPACT TO STAY IN NAVY

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	36.7%	20.3%
N	128	22
STRONGLY DISAGREE	25.3%	28.3%
N	88	30
DISAGREE	14.7%	8.1%
N	51	9
NEITHER	15.9%	21.0%
N	55	23
AGREE	5.9%	16.1%
N	21	17
STRONGLY AGREE	1.4%	6.2%
N	5	7
Column Total	100.0%	100.0%
N	348	108

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q56B CHILD CARE: POSITIVE IMPACT TO STAY IN NAVY

OFFICER

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	40.0%	35.5%
N	88	30
DISAGREE	23.3%	10.1%
N	51	9
NEITHER	25.1%	26.4%
N	55	23
AGREE	9.3%	20.2%
N	21	17
STRONGLY AGREE	2.3%	7.8%
N	5	7
Column Total	100.0%	100.0%
N	221	86

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q56B CHILD CARE: POSITIVE IMPACT TO STAY IN NAVY

Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED
DOES NOT APPLY	25.6%	32.8%	34.6%
N	2	137	10
STRONGLY DISAGREE	19.6%	25.8%	31.0%
N	2	108	9
DISAGREE		13.8%	8.3%
N		58	2
NEITHER	25.6%	17.2%	12.9%
N	2	72	4
AGREE	16.3%	7.8%	13.2%
N	1	33	4
STRONGLY AGREE	12.8%	2.5%	
N	1	11	
Column Total	100.0%	100.0%	100.0%
N	9	418	29

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q56B CHILD CARE: POSITIVE IMPACT TO STAY IN NAVY

Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED
STRONGLY DISAGREE	26.3%	38.4%	47.4%
N	2	108	9
DISAGREE		20.5%	12.7%
N		58	2
NEITHER	34.5%	25.7%	19.7%
N	2	72	4
AGREE	21.9%	11.6%	20.2%
N	1	33	4
STRONGLY AGREE	17.2%	3.8%	
N	1	11	
Column Total	100.0%	100.0%	100.0%
N	6	281	19

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q57A LIVING CONDITION: POSITIVE EFFECT ON JOB

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	3.9%	3.4%	4.1%
N	6	76	56
DISAGREE	10.6%	7.8%	8.5%
N	16	174	117
NEITHER	26.4%	23.0%	20.5%
N	40	512	283
AGREE	37.5%	44.0%	41.6%
N	57	977	574
STRONGLY AGREE	21.7%	21.7%	25.3%
N	33	482	349
Column Total	100.0%	100.0%	100.0%
N	152	2221	1379

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q57A LIVING CONDITION: POSITIVE EFFECT ON JOB

Q15 WHICH DESCRBS PLC WHERE LIVE					
	MIL FAMILY HOUSING	GOVT LEASED HOUSING	OWNED HOUSING	RENTED HOUSING	RENTED SPACE IN MOBILE HOME PRK
STRONGLY DISAGREE N	6.2% 38	6.9% 1	1.2% 16	3.6% 51	
DISAGREE N	12.1% 73	15.9% 3	4.1% 57	8.9% 123	57.4% 4
NEITHER N	19.1% 116	34.7% 7	16.6% 231	27.7% 386	
AGREE N	45.3% 274	29.2% 6	46.5% 647	40.6% 565	24.1% 2
STRONGLY AGREE N	17.2% 104	13.4% 3	31.7% 440	19.2% 267	18.5% 1
Column Total N	100.0% 604	100.0% 21	100.0% 1392	100.0% 1392	100.0% 8

(continued)

Q15 WHICH DESCRBS PLC WHERE LIVE				
	SHARED RENTAL HOUSING	ON A SHIP	BACHELORS QUARTERS-B Q	OTHER
STRONGLY DISAGREE N	3.6% 5	23.2% 11	12.1% 13	9.2% 2
DISAGREE N	5.1% 7	20.1% 10	20.2% 22	12.4% 3
NEITHER N	23.7% 30	29.0% 14	34.0% 37	26.8% 6
AGREE N	45.1% 58	18.3% 9	28.2% 31	33.5% 8
STRONGLY AGREE N	22.5% 29	9.4% 4	5.5% 6	18.1% 4
Column Total N	100.0% 128	100.0% 48	100.0% 110	100.0% 23

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q57B LIVING CONDITION: POSITIVE EFFECT TO STAY

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
STRONGLY DISAGREE	7.9%	6.6%	7.6%
N	12	145	105
DISAGREE	13.9%	15.4%	14.0%
N	21	341	192
NEITHER	35.1%	40.5%	37.5%
N	53	896	516
AGREE	27.9%	24.3%	25.7%
N	42	539	353
STRONGLY AGREE	15.2%	13.3%	15.2%
N	23	293	209
Column Total	100.0%	100.0%	100.0%
N	152	2214	1374

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q57B LIVING CONDITION: POSITIVE EFFECT TO STAY

Q15 WHICH DESCRBS PLC WHERE LIVE					
	MIL FAMILY HOUSING	GOVT LEASED HOUSING	OWNED HOUSING	RENTED HOUSING	RENTED SPACE IN MOBILE HOME PRK
STRONGLY DISAGREE N	10.0% 60	6.8% 1	4.1% 57	7.2% 99	
DISAGREE N	18.5% 111	19.9% 4	9.4% 131	17.1% 237	55.3% 4
NEITHER N	33.6% 202	52.6% 11	36.6% 507	43.8% 607	
AGREE N	26.1% 157	14.7% 3	30.2% 420	20.7% 287	26.2% 2
STRONGLY AGREE N	11.8% 71	6.1% 1	19.7% 273	11.3% 156	18.5% 1
Column Total N	100.0% 601	100.0% 21	100.0% 1388	100.0% 1387	100.0% 8

(continued)

Q15 WHICH DESCRBS PLC WHERE LIVE				
	SHARED RENTAL HOUSING	ON A SHIP	BACHELORS QUARTERS-B Q	OTHER
STRONGLY DISAGREE N	7.1% 9	24.5% 12	16.5% 18	15.5% 4
DISAGREE N	16.0% 20	24.5% 12	22.9% 25	14.7% 3
NEITHER N	41.4% 53	33.1% 16	46.2% 51	44.9% 10
AGREE N	25.4% 33	8.8% 4	12.9% 14	24.9% 6
STRONGLY AGREE N	10.1% 13	9.1% 4	1.5% 2	
Column Total N	100.0% 128	100.0% 48	100.0% 110	100.0% 23

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q57C LIVING CONDITION: SATISFIED WITH QUALITY OF LIFE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	5.4%	3.1%	3.6%
N	8	70	50
DISAGREE	8.3%	10.7%	9.7%
N	13	236	133
NEITHER	13.9%	11.1%	9.2%
N	21	247	126
AGREE	52.2%	55.3%	51.5%
N	80	1222	708
STRONGLY AGREE	20.2%	19.8%	26.0%
N	31	437	358
Column Total	100.0%	100.0%	100.0%
N	153	2212	1375

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q58A MWR SHIP: QUALITY OF LIFE REDUCED W/O RECREATION PROGRAMS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	8.7%	9.2%	6.6%
N	5	69	11
STRONGLY DISAGREE	8.2%	2.7%	4.3%
N	5	20	7
DISAGREE	12.4%	8.2%	6.1%
N	7	62	10
NEITHER	19.7%	19.9%	21.9%
N	11	149	35
AGREE	35.6%	33.0%	35.7%
N	21	248	57
STRONGLY AGREE	15.4%	27.0%	25.3%
N	9	203	40
Column Total	100.0%	100.0%	100.0%
N	58	751	159

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q58A MWR SHIP: QUALITY OF LIFE REDUCED W/O RECREATION PROGRAMS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	9.0%	3.0%	4.6%
N	5	20	7
DISAGREE	13.5%	9.1%	6.6%
N	7	62	10
NEITHER	21.6%	21.9%	23.5%
N	11	149	35
AGREE	39.0%	36.3%	38.2%
N	21	248	57
STRONGLY AGREE	16.9%	29.7%	27.1%
N	9	203	40
Column Total	100.0%	100.0%	100.0%
N	53	682	149

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q58B MWR SHIP: JOB GIVES TIME FOR RECREATION PROGRAMS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	.6%	1.3%	3.1%
N	0	10	5
STRONGLY DISAGREE	25.5%	39.5%	27.9%
N	15	297	45
DISAGREE	16.4%	27.7%	22.7%
N	10	208	36
NEITHER	16.4%	6.3%	7.7%
N	10	47	12
AGREE	37.5%	21.0%	30.4%
N	22	158	48
STRONGLY AGREE	3.6%	4.2%	8.2%
N	2	32	13
Column Total	100.0%	100.0%	100.0%
N	58	752	159

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q58B MWR SHIP: JOB GIVES TIME FOR RECREATION PROGRAMS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	25.7%	40.1%	28.8%
N	15	297	45
DISAGREE	16.5%	28.0%	23.4%
N	10	208	36
NEITHER	16.5%	6.4%	7.9%
N	10	47	12
AGREE	37.7%	21.3%	31.4%
N	22	158	48
STRONGLY AGREE	3.6%	4.3%	8.5%
N	2	32	13
Column Total	100.0%	100.0%	100.0%
N	58	742	155

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q58C MWR SHIP: CREW MORALE ENHANCED BY RECREATION PROGRAMS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	.9%	1.2%	2.4%
N	1	9	4
STRONGLY DISAGREE	11.0%	4.1%	1.2%
N	6	31	2
DISAGREE	2.1%	5.6%	4.2%
N	1	42	7
NEITHER	12.9%	8.8%	7.6%
N	8	66	12
AGREE	48.8%	39.6%	36.4%
N	28	298	58
STRONGLY AGREE	24.4%	40.7%	48.1%
N	14	306	77
Column Total	100.0%	100.0%	100.0%
N	58	752	159

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q58C MWR SHIP: CREW MORALE ENHANCED BY RECREATION PROGRAMS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	11.1%	4.2%	1.3%
N	6	31	2
DISAGREE	2.1%	5.7%	4.3%
N	1	42	7
NEITHER	13.0%	8.9%	7.8%
N	8	66	12
AGREE	49.2%	40.0%	37.4%
N	28	298	58
STRONGLY AGREE	24.6%	41.2%	49.3%
N	14	306	77
Column Total	100.0%	100.0%	100.0%
N	58	743	155

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q59 UTILIZATIONS OF SHIPBOARD FITNESS PROGRAMS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NOT AT ALL	28.8%	25.0%	19.4%
N	17	187	31
LT 1 HR\WK	15.2%	17.7%	20.9%
N	9	132	33
1 TO LT 4 HRS\WK	31.0%	30.3%	28.5%
N	19	227	45
4 TO LT 7 HRS\WK	16.1%	17.2%	23.9%
N	10	129	38
7+ HRS\WK	8.9%	9.8%	7.3%
N	5	73	11
Column Total	100.0%	100.0%	100.0%
N	60	748	158

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q59 UTILIZATIONS OF SHIPBOARD FITNESS PROGRAMS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
LT 1 HR\WK	21.3%	23.5%	25.9%
N	9	132	33
1 TO LT 4 HRS\WK	43.6%	40.4%	35.4%
N	19	227	45
4 TO LT 7 HRS\WK	22.6%	23.0%	29.7%
N	10	129	38
7+ HRS\WK	12.5%	13.1%	9.0%
N	5	73	11
Column Total	100.0%	100.0%	100.0%
N	43	561	128

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NOT AT ALL OPTION OMITTED

Q60 FREQUENCY OF SHOPPING AT EXCHANGE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DO NOT SHOP AT EXCHANGE	7.0%	4.1%	6.7%
N	11	92	93
LESS THAN ONCE/MONTH	14.2%	14.9%	16.0%
N	22	332	222
ONCE A MONTH	9.1%	15.5%	11.3%
N	14	344	156
TWICE A MONTH	29.0%	28.1%	26.3%
N	45	625	363
ONCE A WEEK	25.7%	25.8%	27.2%
N	40	575	375
MORE THAN ONCE/WEEK	15.0%	11.6%	12.5%
N	23	257	173
Column Total	100.0%	100.0%	100.0%
N	155	2225	1381

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q60 FREQUENCY OF SHOPPING AT EXCHANGE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
LESS THAN ONCE/MONTH N	15.3% 22	15.6% 332	17.2% 222
ONCE A MONTH N	9.8% 14	16.1% 344	12.1% 156
TWICE A MONTH N	31.2% 45	29.3% 625	28.2% 363
ONCE A WEEK N	27.6% 40	26.9% 575	29.1% 375
MORE THAN ONCE/WEEK N	16.2% 23	12.1% 257	13.4% 173
Column Total N	100.0% 145	100.0% 2133	100.0% 1289

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT SHOP AT NAVY EXCHANGE OPTION OMITTED

Q61 BUY MORE AT EXCHANGE THAN CIVILIAN STORES

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DO NOT SHOP N	6.1% 10	4.8% 106	7.1% 98
HLTH & BEAUTY N	48.8% 76	47.8% 1059	56.7% 779
HOUSE, SML APL N	35.7% 55	42.5% 942	44.8% 615
COMPT, OFFICE N	14.7% 23	14.1% 112	12.7% 175
ELECTRNCS, ECT N	32.1% 50	38.3% 848	36.2% 497
TOYS, SPRT GDS N	30.0% 47	25.3% 562	32.3% 443
JEWELRY, WATCH N	24.9% 39	19.8% 440	29.7% 408
LINENS N	22.5% 35	23.9% 529	24.7% 339
MENS CLOTHING N	35.6% 55	30.5% 677	35.0% 481
WOMENS CLTHNG N	21.5% 33	16.0% 355	21.7% 299
CHLDRN CLTHNG N	29.2% 45	16.2% 359	24.7% 339
OTHER N	12.8% 20	11.9% 265	12.5% 171
NONE N	9.7% 15	11.7% 260	9.6% 131
Column Total N	100.0% 155	100.0% 2217	100.0% 1373

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q61 BUY MORE AT EXCHANGE THAN CIVILIAN STORES

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
HLTH & BEAUTY	51.9%	50.0%	60.8%
N	76	1059	779
HOUSE, SML APL	38.0%	44.5%	48.1%
N	55	942	615
COMPT, OFFICE	15.7%	14.7%	13.7%
N	23	312	175
ELECTRNCS, ECT	34.2%	40.1%	38.8%
N	50	848	497
TOYS, SPRT GDS	32.0%	26.5%	34.6%
N	47	562	443
JEWELRY, WATCH	26.5%	20.8%	31.9%
N	39	440	408
LINENS	24.0%	25.0%	26.4%
N	35	529	339
MENS CLOTHING	38.0%	32.0%	37.6%
N	55	677	481
WOMENS CLTHNG	22.9%	16.7%	23.3%
N	33	355	299
CHLDRN CLTHNG	31.1%	17.0%	26.5%
N	45	359	339
OTHER	13.7%	12.5%	13.4%
N	20	265	171
NONE	10.4%	12.3%	10.2%
N	15	260	131
Column Total	100.0%	100.0%	100.0%
N	146	2117	1281

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT SHOP AT NAVY EXCHANGE OPTION OMITTED

Q62A EXCHANGE: BENEFIT IMPORTANT

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	2.8%	2.4%	2.6%
N	4	53	36
STRONGLY DISAGREE	7.5%	3.5%	5.0%
N	12	76	69
DISAGREE	6.0%	7.5%	6.5%
N	9	167	90
NEITHER	10.9%	11.7%	11.1%
N	17	259	153
AGREE	36.4%	38.9%	38.1%
N	56	862	526
STRONGLY AGREE	36.4%	36.0%	36.7%
N	56	797	508
Column Total	100.0%	100.0%	100.0%
N	155	2215	1382

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q62A EXCHANGE: BENEFIT IMPORTANT

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	7.7%	3.5%	5.1%
N	12	76	69
DISAGREE	6.1%	7.7%	6.7%
N	9	167	90
NEITHER	11.2%	12.0%	11.4%
N	17	259	153
AGREE	37.5%	39.9%	39.1%
N	56	862	526
STRONGLY AGREE	37.5%	36.9%	37.7%
N	56	797	508
Column Total	100.0%	100.0%	100.0%
N	151	2162	1346

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q62B EXCHANGE: CUSTOMER SERVICE IS GOOD

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
DOES NOT APPLY	4.0%	2.8%	2.9%
N	6	63	39
STRONGLY DISAGREE	10.6%	8.0%	10.5%
N	16	176	145
DISAGREE	15.1%	14.7%	17.0%
N	23	324	234
NEITHER	15.8%	18.5%	16.2%
N	24	410	222
AGREE	42.4%	45.7%	43.6%
N	66	1013	598
STRONGLY AGREE	12.1%	10.3%	9.9%
N	19	228	136
Column Total	100.0%	100.0%	100.0%
N	155	2214	1374

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q62B EXCHANGE: CUSTOMER SERVICE IS GOOD

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	11.0%	8.2%	10.9%
N	16	176	145
DISAGREE	15.8%	15.1%	17.5%
N	23	324	234
NEITHER	16.5%	19.1%	16.6%
N	24	410	222
AGREE	44.2%	47.1%	44.8%
N	66	1013	598
STRONGLY AGREE	12.6%	10.6%	10.2%
N	19	228	136
Column Total	100.0%	100.0%	100.0%
N	149	2152	1335

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q62C EXCHANGE: BETTER PRICES THAN CIVILIAN STORES

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	2.4%	1.9%	2.4%
N	4	42	32
STRONGLY DISAGREE	24.6%	11.5%	13.1%
N	38	253	181
DISAGREE	29.0%	18.5%	23.7%
N	45	408	326
NEITHER	20.5%	23.3%	23.0%
N	32	514	316
AGREE	21.0%	36.0%	30.9%
N	32	793	425
STRONGLY AGREE	2.6%	8.9%	6.9%
N	4	196	95
Column Total	100.0%	100.0%	100.0%
N	155	2205	1375

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q62C EXCHANGE: BETTER PRICES THAN CIVILIAN STORES

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	25.2%	11.7%	13.5%
N	38	253	181
DISAGREE	29.7%	18.8%	24.3%
N	45	408	326
NEITHER	21.0%	23.8%	23.6%
N	32	514	316
AGREE	21.5%	36.6%	31.6%
N	32	793	425
STRONGLY AGREE	2.7%	9.0%	7.1%
N	4	196	95
Column Total	100.0%	100.0%	100.0%
N	151	2164	1343

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q62D EXCHANGE: CARRIES MERCHANDISE DESIRED

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	2.5%	2.0%	2.5%
N	4	44	35
STRONGLY DISAGREE	15.9%	7.3%	9.5%
N	25	162	131
DISAGREE	20.1%	20.0%	21.8%
N	31	442	300
NEITHER	22.2%	23.1%	25.0%
N	34	511	345
AGREE	37.4%	43.0%	37.5%
N	58	950	516
STRONGLY AGREE	2.0%	4.6%	3.7%
N	3	102	51
Column Total	100.0%	100.0%	100.0%
N	155	2211	1379

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q62D EXCHANGE: CARRIES MERCHANDISE DESIRED

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	16.3%	7.5%	9.7%
N	25	162	131
DISAGREE	20.6%	20.4%	22.4%
N	31	442	300
NEITHER	22.8%	23.6%	25.7%
N	34	511	345
AGREE	38.3%	43.8%	38.4%
N	58	950	516
STRONGLY AGREE	2.0%	4.7%	3.8%
N	3	102	51
Column Total	100.0%	100.0%	100.0%
N	151	2167	1343

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q62E EXCHANGE: MERCHANDISE IS IN PRICE RANGE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	2.5%	2.2%	2.5%
N	4	48	34
STRONGLY DISAGREE	16.2%	2.9%	3.5%
N	25	64	48
DISAGREE	17.6%	5.9%	7.3%
N	27	131	101
NEITHER	20.3%	15.1%	17.2%
N	32	333	236
AGREE	41.8%	65.8%	61.3%
N	65	1456	844
STRONGLY AGREE	1.7%	8.1%	8.3%
N	3	180	114
Column Total	100.0%	100.0%	100.0%
N	155	2212	1378

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q62E EXCHANGE: MERCHANDISE IS IN PRICE RANGE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	16.6%	3.0%	3.6%
N	25	64	48
DISAGREE	18.0%	6.0%	7.5%
N	27	131	101
NEITHER	20.8%	15.4%	17.6%
N	32	333	236
AGREE	42.8%	67.3%	62.8%
N	65	1456	844
STRONGLY AGREE	1.7%	8.3%	8.5%
N	3	180	114
Column Total	100.0%	100.0%	100.0%
N	151	2165	1344

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q62F EXCHANGE: PLEASANT ATMOSPHERE TO SHOP

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	2.6%	2.2%	2.7%
N	4	49	37
STRONGLY DISAGREE	7.2%	3.6%	4.5%
N	11	78	62
DISAGREE	8.5%	7.9%	8.7%
N	13	173	120
NEITHER	20.7%	18.7%	20.6%
N	32	413	283
AGREE	47.0%	56.5%	51.8%
N	73	1244	713
STRONGLY AGREE	14.1%	11.2%	11.7%
N	22	247	161
Column Total	100.0%	100.0%	100.0%
N	155	2204	1376

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q62F EXCHANGE: PLEASANT ATMOSPHERE TO SHOP

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	7.4%	3.6%	4.6%
N	11	78	62
DISAGREE	8.7%	8.0%	9.0%
N	13	173	120
NEITHER	21.2%	19.1%	21.2%
N	32	413	283
AGREE	48.2%	57.7%	53.2%
N	73	1244	713
STRONGLY AGREE	14.5%	11.4%	12.0%
N	22	247	161
Column Total	100.0%	100.0%	100.0%
N	151	2155	1340

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q63 OVERALL RATING OF EXCHANGE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO OPINION	3.6%	2.6%	3.4%
N	6	57	46
POOR	16.1%	8.5%	11.5%
N	25	188	158
FAIR	25.2%	22.9%	26.1%
N	39	507	359
GOOD	32.7%	37.1%	32.8%
N	51	822	451
VERY GOOD	17.1%	23.1%	21.2%
N	27	511	292
EXCELLENT	5.3%	5.8%	5.2%
N	8	129	71
Column Total	100.0%	100.0%	100.0%
N	155	2215	1376

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q63 OVERALL RATING OF EXCHANGE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
POOR	16.7%	8.7%	11.9%
N	25	188	158
FAIR	26.1%	23.5%	27.0%
N	39	507	359
GOOD	33.9%	38.1%	33.9%
N	51	822	451
VERY GOOD	17.8%	23.7%	21.9%
N	27	511	292
EXCELLENT	5.5%	6.0%	5.3%
N	8	129	71
Column Total	100.0%	100.0%	100.0%
N	150	2158	1329

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q64A UNIFORMS: SHOULD HAVE STANDARD SIZE RATINGS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	8.3%	3.2%	3.7%
N	13	72	50
DISAGREE	16.0%	8.6%	8.6%
N	25	190	118
NO OPINION	22.8%	47.0%	48.6%
N	35	1040	668
AGREE	24.0%	22.4%	22.0%
N	37	496	302
STRONGLY AGREE	28.7%	18.8%	17.2%
N	45	417	236
Column Total	100.0%	100.0%	100.0%
N	155	2214	1375

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q64A UNIFORMS: SHOULD HAVE STANDARD SIZE RATINGS

OFFICER

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	3.9%	1.8%
N	126	9
DISAGREE	9.0%	8.2%
N	291	42
NO OPINION	48.3%	35.4%
N	1561	179
AGREE	21.7%	26.0%
N	703	132
STRONGLY AGREE	17.1%	28.7%
N	551	145
Column Total	100.0%	100.0%
N	3233	506

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q64B UNIFORMS: SHOULD HAVE FABRIC BLEND

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	30.8%	9.0%	9.7%
N	48	199	134
DISAGREE	31.7%	15.4%	17.2%
N	49	343	237
NO OPINION	12.5%	16.2%	18.6%
N	20	360	256
AGREE	13.3%	23.8%	23.8%
N	21	529	327
STRONGLY AGREE	11.6%	35.5%	30.6%
N	18	789	421
Column Total	100.0%	100.0%	100.0%
N	155	2220	1374

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q64B UNIFORMS: SHOULD HAVE FABRIC BLEND

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	10.3%	9.1%
N	333	46
DISAGREE	17.4%	13.2%
N	562	67
NO OPINION	16.8%	17.9%
N	544	91
AGREE	23.2%	24.9%
N	749	127
STRONGLY AGREE	32.4%	34.9%
N	1047	178
Column Total	100.0%	100.0%
N	3236	509

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65A JOB SATISFACTION: GLAD I CHOSE THE NAVY

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	.2%	3.0%	.6%
N	0	68	8
DISAGREE	2.8%	6.4%	1.8%
N	4	141	25
NEITHER	7.9%	12.7%	6.8%
N	12	282	93
AGREE	37.9%	44.3%	42.9%
N	59	984	593
STRONGLY AGREE	51.1%	33.5%	47.9%
N	79	744	663
Column Total	100.0%	100.0%	100.0%
N	155	2218	1383

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65A JOB SATISFACTION: GLAD I CHOSE THE NAVY

Q1 GENDER		
	MALE	FEMALE
STRONGLY DISAGREE	1.6%	4.4%
N	53	23
DISAGREE	4.6%	4.5%
N	148	23
NEITHER	10.4%	9.6%
N	338	49
AGREE	44.6%	37.0%
N	1445	188
STRONGLY AGREE	38.8%	44.4%
N	1259	226
Column Total	100.0%	100.0%
N	3243	509

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65A JOB SATISFACTION: GLAD I CHOSE THE NAVY

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	1.8%	4.8%	3.3%	16.4%	
N	63	8	3	2	
DISAGREE	4.4%	4.7%	8.2%	14.3%	7.5%
N	149	8	7	1	4
NEITHER	9.7%	13.8%	19.9%		15.3%
N	333	23	17		9
AGREE	44.1%	39.3%	36.4%	32.5%	37.6%
N	1508	66	31	3	21
STRONGLY AGREE	39.9%	37.3%	32.3%	36.7%	39.6%
N	1364	63	28	4	22
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3416	168	86	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65B JOB SATISFACTION: SATISFIED WITH CURRENT JOB

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	3.3%	5.4%	3.2%
N	5	119	44
DISAGREE	7.3%	10.2%	6.5%
N	11	227	89
NEITHER	6.9%	8.6%	5.7%
N	11	190	79
AGREE	48.8%	51.4%	44.5%
N	76	1140	615
STRONGLY AGREE	33.7%	24.5%	40.2%
N	52	543	555
Column Total	100.0%	100.0%	100.0%
N	155	2220	1382

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65B JOB SATISFACTION: SATISFIED WITH CURRENT JOB

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	4.5%	4.3%
N	145	22
DISAGREE	8.8%	8.4%
N	285	43
NEITHER	7.3%	8.8%
N	236	45
AGREE	49.2%	45.6%
N	1595	232
STRONGLY AGREE	30.3%	32.9%
N	983	168
Column Total	100.0%	100.0%
N	3244	510

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65B JOB SATISFACTION: SATISFIED WITH CURRENT JOB

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	4.2%	7.4%	8.5%	16.4%	2.0%
N	144	12	7	2	1
DISAGREE	8.8%	4.2%	8.1%	13.0%	12.9%
N	300	7	7	1	7
NEITHER	7.0%	10.1%	13.9%	10.8%	14.5%
N	241	17	12	1	8
AGREE	48.6%	54.5%	45.8%	40.3%	53.0%
N	1661	91	39	4	30
STRONGLY AGREE	31.4%	23.8%	23.6%	19.5%	17.7%
N	1073	40	20	2	10
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3418	168	86	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65C JOB SATISFACTION: I LIKE THE WORK I DO

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
STRONGLY DISAGREE	1.2%	2.1%	.5%
N	2	47	7
DISAGREE	3.6%	6.0%	1.2%
N	6	134	17
NEITHER	2.8%	8.8%	3.9%
N	4	196	53
AGREE	45.4%	52.9%	46.6%
N	70	1174	642
STRONGLY AGREE	47.0%	30.1%	47.8%
N	73	669	659
Column Total	100.0%	100.0%	100.0%
N	155	2219	1378

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65C JOB SATISFACTION: I LIKE THE WORK I DO

Q1 GENDER		
	MALE	FEMALE
STRONGLY DISAGREE	1.6%	.6%
N	52	3
DISAGREE	4.4%	2.5%
N	144	13
NEITHER	6.8%	6.3%
N	221	32
AGREE	50.1%	51.1%
N	1624	259
STRONGLY AGREE	37.0%	39.6%
N	1200	201
Column Total	100.0%	100.0%
N	3241	507

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65C JOB SATISFACTION: I LIKE THE WORK I DO

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE N	1.2% 42	3.2% 5	7.1% 6	3.9% 0	
DISAGREE N	4.0% 138	3.5% 6	4.7% 4	29.6% 3	2.6% 1
NEITHER N	6.4% 217	8.0% 13	13.4% 11		17.8% 10
AGREE N	50.6% 1727	48.7% 81	43.1% 37	54.2% 5	52.9% 30
STRONGLY AGREE N	37.8% 1290	36.6% 61	31.7% 27	12.3% 1	26.8% 15
Column Total N	100.0% 3415	100.0% 167	100.0% 86	100.0% 9	100.0% 56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65D JOB SATISFACTION: WITH PHYSICAL WORKING CONDITIONS

Q20 PAY GRADE			
	CWO	01-03	04-06
STRONGLY DISAGREE	4.8%	5.2%	3.6%
N	7	115	50
DISAGREE	7.6%	15.6%	12.8%
N	12	344	177
NEITHER	10.5%	12.9%	9.1%
N	16	285	126
AGREE	46.5%	46.4%	44.0%
N	72	1027	607
STRONGLY AGREE	30.5%	20.0%	30.5%
N	47	443	421
Column Total	100.0%	100.0%	100.0%
N	155	2215	1382

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65D JOB SATISFACTION: WITH PHYSICAL WORKING CONDITIONS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	4.5%	5.0%
N	146	26
DISAGREE	14.5%	12.7%
N	468	65
NEITHER	11.7%	9.7%
N	379	49
AGREE	45.2%	47.2%
N	1464	240
STRONGLY AGREE	24.2%	25.4%
N	782	129
Column Total	100.0%	100.0%
N	3238	508

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65D JOB SATISFACTION: WITH PHYSICAL WORKING CONDITIONS

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE N	4.6% 157	4.2% 7	6.2% 5	20.0% 2	
DISAGREE N	14.3% 490	7.7% 13	8.7% 8	18.9% 2	25.9% 14
NEITHER N	10.9% 373	15.6% 26	24.3% 21		11.3% 6
AGREE N	45.5% 1552	50.0% 83	43.5% 37	49.8% 5	44.7% 24
STRONGLY AGREE N	24.7% 843	22.4% 37	17.3% 15	11.3% 1	18.1% 10
Column Total N	100.0% 3416	100.0% 166	100.0% 86	100.0% 10	100.0% 54

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65E JOB SATISFACTION: WITH CAREER DEVELOPMENT

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	2.9%	5.6%	5.6%
N	5	124	77
DISAGREE	2.9%	13.2%	12.0%
N	5	292	166
NEITHER	1.7%	13.1%	7.3%
N	3	290	101
AGREE	37.4%	45.3%	38.5%
N	58	1003	532
STRONGLY AGREE	55.1%	22.7%	36.6%
N	86	503	506
Column Total	100.0%	100.0%	100.0%
N	155	2212	1381

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65E JOB SATISFACTION: WITH CAREER DEVELOPMENT

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	5.6%	4.9%
N	181	25
DISAGREE	12.1%	14.1%
N	391	72
NEITHER	10.3%	11.9%
N	333	60
AGREE	42.6%	40.9%
N	1380	207
STRONGLY AGREE	29.4%	28.2%
N	951	143
Column Total	100.0%	100.0%
N	3237	506

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65E JOB SATISFACTION: WITH CAREER DEVELOPMENT

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	5.2%	7.1%	12.3%	16.4%	4.5%
N	178	12	10	2	3
DISAGREE	12.2%	8.3%	12.9%	38.8%	20.2%
N	418	14	11	4	11
NEITHER	10.5%	10.4%	10.8%	17.6%	12.5%
N	357	17	9	2	7
AGREE	42.5%	45.3%	44.4%	12.3%	39.6%
N	1449	75	38	1	22
STRONGLY AGREE	29.6%	29.0%	19.6%	14.9%	23.2%
N	1011	48	17	2	13
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3412	165	85	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65F JOB SATISFACTION: ENJOY CAREER IN NAVY

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	2.2%	3.3%	1.0%
N	3	72	14
DISAGREE	.8%	8.8%	2.2%
N	1	194	30
NEITHER	5.1%	11.4%	5.6%
N	8	253	78
AGREE	37.1%	46.6%	42.4%
N	58	1034	586
STRONGLY AGREE	54.8%	29.9%	48.8%
N	85	663	674
Column Total	100.0%	100.0%	100.0%
N	155	2216	1382

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65F JOB SATISFACTION: ENJOY CAREER IN NAVY

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	2.3%	2.8%
N	75	14
DISAGREE	6.0%	6.0%
N	195	30
NEITHER	9.0%	8.8%
N	293	45
AGREE	44.9%	43.4%
N	1454	220
STRONGLY AGREE	37.8%	39.0%
N	1224	198
Column Total	100.0%	100.0%
N	3241	507

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65F JOB SATISFACTION: ENJOY CAREER IN NAVY

OFFICER

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	2.2%	5.0%	4.6%	20.0%	
N	74	8	4	2	
DISAGREE	5.9%	5.4%	13.8%		3.0%
N	202	9	12		2
NEITHER	8.8%	8.4%	10.4%	10.8%	17.1%
N	299	14	9	1	10
AGREE	44.8%	44.7%	35.8%	57.9%	56.5%
N	1529	75	31	6	32
STRONGLY AGREE	38.4%	36.5%	35.4%	11.3%	23.3%
N	1311	61	30	1	13
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3415	167	86	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q66A EFFECT ON RETENTION DECISION: PAY

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
EXTREMELY NEGATIVE N	2.7% 4	4.5% 99	2.8% 38
SOMEWHAT NEGATIVE N	11.6% 18	15.6% 347	13.5% 187
NO EFFECT N	9.4% 15	15.2% 337	10.9% 151
SOMEWHAT POSITIVE N	48.6% 75	46.4% 1031	49.9% 691
EXTREMELY POSITIVE N	27.8% 43	18.3% 406	22.9% 317
Column Total N	100.0% 155	100.0% 2220	100.0% 1383

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q66A EFFECT ON RETENTION DECISION: PAY

	Q1 GENDER	
	MALE	FEMALE
EXTREMELY NEGATIVE	3.8%	3.8%
N	122	19
SOMEWHAT NEGATIVE	15.9%	7.0%
N	516	36
NO EFFECT	12.9%	16.5%
N	417	84
SOMEWHAT POSITIVE	47.7%	48.6%
N	1548	248
EXTREMELY POSITIVE	19.8%	24.0%
N	642	122
Column Total	100.0%	100.0%
N	3245	509

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q66A EFFECT ON RETENTION DECISION: PAY

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
EXTREMELY NEGATIVE	3.8%	4.2%			2.0%
N	131	7			1
SOMEWHAT NEGATIVE	15.1%	11.4%	9.4%	27.2%	6.7%
N	517	19	8	3	4
NO EFFECT	13.1%	10.3%	21.7%		22.5%
N	447	17	19		13
SOMEWHAT POSITIVE	48.0%	50.0%	37.3%	54.4%	49.1%
N	1641	84	32	6	28
EXTREMELY POSITIVE	20.0%	24.1%	31.5%	18.4%	19.8%
N	683	41	27	2	11
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3419	168	86	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q66A EFFECT ON RETENTION DECISION: PAY

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
EXTREMELY NEGATIVE N	4.2% 34	3.5% 96	4.9% 10	23.3% 2
SOMEWHAT NEGATIVE N	13.8% 113	15.1% 411	13.0% 26	11.6% 1
NO EFFECT N	20.5% 168	11.1% 303	15.8% 31	
SOMEWHAT POSITIVE N	43.7% 358	49.5% 1348	42.4% 84	26.5% 2
EXTREMELY POSITIVE N	17.9% 147	20.8% 568	23.9% 47	38.7% 3
Column Total N	100.0% 820	100.0% 2725	100.0% 197	100.0% 7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q66B EFFECT ON RETENTION DECISION: RETIREMENT PAY

Q20 PAY GRADE			
	CWO	01-03	04-06
EXTREMELY NEGATIVE N		1.9% 41	.7% 10
SOMEWHAT NEGATIVE N	1.0% 2	2.5% 56	.8% 11
NO EFFECT N	2.3% 4	26.5% 586	6.1% 84
SOMEWHAT POSITIVE N	25.5% 40	33.9% 750	26.3% 364
EXTREMELY POSITIVE N	71.2% 111	35.3% 781	66.2% 916
Column Total N	100.0% 155	100.0% 2214	100.0% 1384

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q66B EFFECT ON RETENTION DECISION: RETIREMENT PAY

	Q1 GENDER	
	MALE	FEMALE
EXTREMELY NEGATIVE N	1.2% 39	2.4% 12
SOMEWHAT NEGATIVE N	1.7% 54	2.7% 14
NO EFFECT N	17.2% 557	22.6% 115
SOMEWHAT POSITIVE N	31.1% 1007	28.8% 147
EXTREMELY POSITIVE N	48.8% 1582	43.6% 222
Column Total N	100.0% 3240	100.0% 509

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q66B EFFECT ON RETENTION DECISION: RETIREMENT PAY

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
EXTREMELY NEGATIVE N	1.4% 48		1.3% 1		
SOMEWHAT NEGATIVE N	1.9% 65	.7% 1			2.3% 1
NO EFFECT N	17.2% 588	23.2% 39	26.6% 23	20.2% 2	27.5% 15
SOMEWHAT POSITIVE N	30.5% 1041	39.2% 66	29.6% 25	43.3% 4	27.4% 15
EXTREMELY POSITIVE N	49.0% 1673	36.9% 62	42.5% 36	36.4% 4	42.9% 24
Column Total N	100.0% 3415	100.0% 168	100.0% 85	100.0% 10	100.0% 56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q66B EFFECT ON RETENTION DECISION: RETIREMENT PAY

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
EXTREMELY NEGATIVE N	2.0% 16	1.0% 27	3.0% 6	23.3% 2
SOMEWHAT NEGATIVE N	2.5% 21	1.7% 46	.9% 2	
NO EFFECT N	36.0% 294	12.9% 350	12.5% 24	11.6% 1
SOMEWHAT POSITIVE N	32.0% 261	30.5% 830	31.2% 61	8.0% 1
EXTREMELY POSITIVE N	27.5% 225	54.0% 1472	52.6% 103	57.1% 4
Column Total N	100.0% 817	100.0% 2725	100.0% 196	100.0% 7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q67 EFFECT OF RETENTION INCENTIVES ON DECISION TO STAY

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	87.7%	59.8%	75.7%
N	135	1328	1045
EXTREMELY NEGATIVE	.1%	.6%	.5%
N	0	13	7
SOMEWHAT NEGATIVE	.2%	.8%	.8%
N	0	19	12
NO EFFECT	7.1%	13.2%	6.5%
N	11	294	89
SOMEWHAT POSITIVE	3.1%	14.9%	8.3%
N	5	331	114
EXTREMELY POSITIVE	1.8%	10.7%	8.2%
N	3	237	114
Column Total	100.0%	100.0%	100.0%
N	154	2222	1380

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q67 EFFECT OF RETENTION INCENTIVES ON DECISION TO STAY

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
EXTREMELY NEGATIVE N	.9% 0	1.5% 13	2.0% 7
SOMEWHAT NEGATIVE N	1.9% 0	2.1% 19	3.5% 12
NO EFFECT N	57.8% 11	32.9% 294	26.6% 89
SOMEWHAT POSITIVE N	25.0% 5	37.0% 331	34.0% 114
EXTREMELY POSITIVE N	14.4% 3	26.5% 237	34.0% 114
Column Total N	100.0% 19	100.0% 894	100.0% 335

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q67 EFFECT OF RETENTION INCENTIVES ON DECISION TO STAY

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	65.6%	74.7%
N	2127	380
EXTREMELY NEGATIVE	.5%	.6%
N	17	3
SOMEWHAT NEGATIVE	.8%	.7%
N	27	3
NO EFFECT	10.0%	13.4%
N	324	68
SOMEWHAT POSITIVE	12.8%	7.0%
N	414	35
EXTREMELY POSITIVE	10.3%	3.7%
N	334	19
Column Total	100.0%	100.0%
N	3243	509

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q67 EFFECT OF RETENTION INCENTIVES ON DECISION TO STAY

	Q1 GENDER	
	MALE	FEMALE
EXTREMELY NEGATIVE N	1.6% 17	2.2% 3
SOMEWHAT NEGATIVE N	2.4% 27	2.6% 3
NO EFFECT N	29.0% 324	53.0% 68
SOMEWHAT POSITIVE N	37.0% 414	27.6% 35
EXTREMELY POSITIVE N	29.9% 334	14.7% 19
Column Total N	100.0% 1117	100.0% 129

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q67 EFFECT OF RETENTION INCENTIVES ON DECISION TO STAY

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DOES NOT APPLY	66.4%	75.4%	62.1%	64.8%	75.8%
N	2269	127	53	7	43
EXTREMELY NEGATIVE	.6%				
N	19				
SOMEWHAT NEGATIVE	.8%	1.0%	3.3%		
N	26	2	3		
NO EFFECT	10.3%	12.0%	13.5%	13.7%	8.3%
N	352	20	11	1	5
SOMEWHAT POSITIVE	12.3%	7.4%	7.6%	21.5%	13.3%
N	420	12	6	2	7
EXTREMELY POSITIVE	9.7%	4.2%	13.5%		2.6%
N	332	7	11		1
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3418	168	85	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q67 EFFECT OF RETENTION INCENTIVES ON DECISION TO STAY

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
EXTREMELY NEGATIVE N	1.6% 19				
SOMEWHAT NEGATIVE N	2.3% 26	4.1% 2	8.7% 3		
NO EFFECT N	30.7% 352	48.9% 20	35.7% 11	38.9% 1	34.3% 5
SOMEWHAT POSITIVE N	36.5% 420	30.0% 12	20.0% 6	61.1% 2	54.9% 7
EXTREMELY POSITIVE N	28.9% 332	16.9% 7	35.6% 11		10.9% 1
Column Total N	100.0% 1149	100.0% 41	100.0% 32	100.0% 4	100.0% 14

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q67 EFFECT OF RETENTION INCENTIVES ON DECISION TO STAY

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	60.4%	68.1%	75.0%	79.8%
N	496	1854	147	6
EXTREMELY NEGATIVE	.7%	.5%	.5%	
N	6	13	1	
SOMEWHAT NEGATIVE	.8%	.9%		
N	7	24		
NO EFFECT	14.1%	9.4%	10.6%	20.2%
N	116	255	21	1
SOMEWHAT POSITIVE	14.6%	11.4%	8.7%	
N	120	311	17	
EXTREMELY POSITIVE	9.4%	9.8%	5.2%	
N	77	266	10	
Column Total	100.0%	100.0%	100.0%	100.0%
N	821	2724	196	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q67 EFFECT OF RETENTION INCENTIVES ON DECISION TO STAY

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
EXTREMELY NEGATIVE N	1.9% 6	1.5% 13	2.0% 1	
SOMEWHAT NEGATIVE N	2.1% 7	2.8% 24		
NO EFFECT N	35.5% 116	29.3% 255	42.3% 21	100.0% 1
SOMEWHAT POSITIVE N	36.8% 120	35.8% 311	34.9% 17	
EXTREMELY POSITIVE N	23.7% 77	30.6% 266	20.8% 10	
Column Total N	100.0% 325	100.0% 869	100.0% 49	100.0% 1

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q68 NAVY CAREER PLANS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DEF STAY TIL RETR	47.2%	25.1%	49.4%
N	73	558	682
PRB STAY TIL RETR	2.0%	17.7%	11.1%
N	3	393	153
DONT KNOW	.8%	26.6%	4.0%
N	1	592	55
PROB NOT STAY		13.0%	2.1%
N		290	30
DEF NOT STAY		13.8%	1.8%
N		308	25
ELIGBL NOW & LEAV	12.1%	.6%	8.6%
N	19	14	119
ELIGBL NOW & NO DECSN	38.0%	3.0%	23.1%
N	58	67	319
Column Total	100.0%	100.0%	100.0%
N	154	2222	1382

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q68 NAVY CAREER PLANS

	Q1 GENDER	
	MALE	FEMALE
DEF STAY TIL RETR	35.2%	33.6%
N	1141	172
PRB STAY TIL RETR	14.0%	18.7%
N	453	95
DONT KNOW	16.5%	21.7%
N	536	111
PROB NOT STAY	8.0%	12.1%
N	258	62
DEF NOT STAY	8.7%	9.5%
N	282	49
ELIGBL NOW & LEAV	4.4%	1.5%
N	144	7
ELIGBL NOW & NO DECSN	13.2%	3.0%
N	429	16
Column Total	100.0%	100.0%
N	3243	511

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q68 NAVY CAREER PLANS

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DEF STAY TIL RETR N	34.7% 1189	42.4% 71	38.1% 32	11.7% 1	28.0% 16
PRB STAY TIL RETR N	14.9% 508	11.2% 19	10.4% 9	10.8% 1	21.1% 12
DONT KNOW N	16.8% 576	19.8% 33	16.8% 14	39.6% 4	26.4% 15
PROB NOT STAY N	8.4% 288	9.7% 16	10.2% 9	21.5% 2	3.0% 2
DEF NOT STAY N	8.9% 303	7.4% 12	13.8% 12		5.0% 3
ELIGBL NOW & LEAV N	4.1% 141	2.0% 3	2.8% 2	13.3% 1	4.1% 2
ELIGBL NOW & NO DECSN N	12.2% 417	7.4% 12	7.9% 7	3.1% 0	12.3% 7
Column Total N	100.0% 3421	100.0% 167	100.0% 85	100.0% 10	100.0% 56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q68 NAVY CAREER PLANS

Q3 ETHNIC BACKGROUND					
	MEXICAN, CHICANO, MEX-AMER	PUERTO RICAN	CUBAN	OTHER SPANISH / HISPANIC	JAPANESE
DEF STAY TIL RETR N	41.9% 16	40.1% 11	42.2% 5	33.7% 13	34.8% 6
PRB STAY TIL RETR N	16.4% 6	15.8% 4	7.7% 1	29.5% 11	18.5% 3
DONT KNOW N	16.4% 6	21.2% 6	34.8% 4	24.4% 9	14.0% 2
PROB NOT STAY N	11.5% 4	9.6% 3	6.6% 1	2.9% 1	
DEF NOT STAY N	7.2% 3	12.6% 3	8.7% 1	4.4% 2	21.1% 3
ELIGBL NOW & LEAV N	.9% 0			2.5% 1	11.5% 2
ELIGBL NOW & NO DECSN N	5.7% 2	.6% 0		2.5% 1	
Column Total N	100.0% 39	100.0% 26	100.0% 13	100.0% 38	100.0% 16

(continued)

Q3 ETHNIC BACKGROUND					
	CHINESE	KOREAN	VIETNAMESE	ASIAN INDIAN	FILIPINO
DEF STAY TIL RETR N	13.1% 2	13.7% 1	23.4% 1	78.1% 4	42.5% 20
PRB STAY TIL RETR N	9.5% 1				9.6% 5
DONT KNOW N	18.8% 3	63.5% 4	46.8% 2	21.9% 1	18.0% 8
PROB NOT STAY N	30.3% 5		29.8% 1		6.0% 3
DEF NOT STAY N	16.9% 3	22.9% 1			12.0% 6
ELIGBL NOW & LEAV N	3.9% 1				
ELIGBL NOW & NO DECSN N	7.4% 1				11.9% 6
Column Total N	100.0% 15	100.0% 6	100.0% 5	100.0% 5	100.0% 47

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

(continued)

Q68 NAVY CAREER PLANS

OFFICER

Q3 ETHNIC BACKGROUND				
	PACIFIC ISLANDER	ESKIMO/ALE UT	OTHER, NOT LISTED	NONE OF THE ABOVE
DEF STAY TIL RETR	26.2%		36.8%	34.1%
N	2		247	945
PRB STAY TIL RETR	13.1%		14.6%	14.6%
N	1		98	404
DONT KNOW	18.9%		16.1%	17.3%
N	1		108	478
PROB NOT STAY		100.0%	8.5%	8.4%
N		1	57	233
DEF NOT STAY			9.0%	8.5%
N			60	236
ELIGBL NOW & LEAV			3.6%	4.4%
N			24	122
ELIGBL NOW & NO DECSN	41.8%		11.4%	12.7%
N	3		77	351
Column Total	100.0%	100.0%	100.0%	100.0%
N	7	1	672	2769

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q68 NAVY CAREER PLANS

Q4 HIGHEST LEVEL OF EDUCATION					
	ALTERNATE DEGREE, GED	HIGH SCHOOL GRADUATE	SOME COLLEGE, NO DEGREE	2 YEAR DEGREE	4 YEAR DEGREE OR MORE
DEF STAY TIL RETR N	57.6% 9	59.2% 47	49.8% 101	46.7% 57	32.9% 1097
PRB STAY TIL RETR N	9.3% 1	5.4% 4	4.2% 9	5.8% 7	15.8% 526
DONT KNOW N			3.0% 6	7.8% 9	19.0% 632
PROB NOT STAY N				1.8% 2	9.5% 317
DEF NOT STAY N		2.2% 2	.5% 1		9.9% 328
ELIGBL NOW & LEAV N	9.6% 1	4.7% 4	7.2% 15	9.0% 11	3.6% 119
ELIGBL NOW & NO DECSN N	23.5% 4	28.5% 22	35.2% 72	28.9% 35	9.3% 311
Column Total N	100.0% 15	100.0% 79	100.0% 204	100.0% 121	100.0% 3331

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q68 NAVY CAREER PLANS

OFFICER

Q5 CURRENT MARITAL STATUS				
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DEF STAY TIL RETR N	13.7% 113	40.5% 1102	47.7% 94	20.2% 1
PRB STAY TIL RETR N	15.0% 123	14.9% 406	10.4% 20	
DONT KNOW N	34.8% 286	12.5% 339	10.7% 21	
PROB NOT STAY N	16.7% 137	6.1% 166	7.3% 14	23.3% 2
DEF NOT STAY N	16.7% 137	6.8% 185	3.5% 7	
ELIGBL NOW & LEAV N	1.1% 9	4.8% 130	5.9% 12	8.0% 1
ELIGBL NOW & NO DECSN N	2.1% 17	14.5% 394	14.5% 29	48.5% 4
Column Total N	100.0% 822	100.0% 2723	100.0% 197	100.0% 7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q68 NAVY CAREER PLANS

OFFICER

	Q8 DEPENDENTS					
	NONE	SPOUSE	CHILDREN WITH	CHILDREN NT W/	LEGAL WARDS W/	PARENTS
DEF STAY TIL RETR N	18.0% 161	40.1% 869	46.4% 813	36.5% 96		31.0% 7
PRB STAY TIL RETR N	15.6% 140	14.7% 318	13.6% 239	8.4% 22		17.2% 4
DONT KNOW N	32.2% 288	12.3% 268	9.7% 170	3.7% 10		10.5% 2
PROB NOT STAY N	15.5% 138	6.1% 133	4.0% 70	4.5% 12		4.6% 1
DEF NOT STAY N	13.9% 124	7.0% 151	4.9% 85	1.8% 5		
ELIGBL NOW & LEAV N	1.4% 13	5.0% 109	5.2% 90	11.2% 30	56.8% 1	13.0% 3
ELIGBL NOW & NO DECSN N	3.4% 30	14.7% 320	16.2% 284	33.8% 89	43.2% 1	23.8% 5
Column Total N	100.0% 894	100.0% 2167	100.0% 1752	100.0% 263	100.0% 2	100.0% 21

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q68 NAVY CAREER PLANS

Q8 DEPENDENTS					
	SPOUSE	CHILDREN WITH	CHILDREN NT W/	LEGAL WARDS W/	PARENTS
DEF STAY TIL RETR N	40.1% 269	46.4% 813	36.5% 96		31.0% 7
PRB STAY TIL RETR N	14.7% 318	13.6% 239	8.4% 22		17.2% 4
DONT KNOW N	12.3% 268	9.7% 170	3.7% 10		10.5% 2
PROB NOT STAY N	6.1% 133	4.0% 70	4.5% 12		4.6% 1
DEF NOT STAY N	7.0% 151	4.9% 85	1.8% 5		
ELIGBL NOW & LEAV N	5.0% 109	5.2% 90	11.2% 30	56.8% 1	13.0% 3
ELIGBL NOW & NO DECSN N	14.7% 320	16.2% 284	33.8% 89	43.2% 1	23.8% 5
Column Total N	100.0% 2167	100.0% 1752	100.0% 263	100.0% 2	100.0% 21

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO DEPENDENTS OPTION OMITTED

Q69A LEADERSHIP: DECISIONS ARE MADE AT THE APPROPRIATE LEVEL

Q20 PAY GRADE			
	CWO	O1-03	O4-06
DONT KNOW		.9%	.4%
N		19	6
STRONGLY DISAGREE	11.9%	9.4%	8.2%
N	18	208	113
DISAGREE	19.5%	21.2%	16.3%
N	30	469	224
NEITHER	9.8%	11.5%	7.9%
N	15	255	109
AGREE	48.0%	49.7%	47.5%
N	74	1100	654
STRONGLY AGREE	10.8%	7.4%	19.7%
N	17	163	272
Column Total	100.0%	100.0%	100.0%
N	154	2215	1377

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69A LEADERSHIP: DECISIONS ARE MADE AT THE APPROPRIATE LEVEL

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	11.9%	9.5%	8.2%
N	18	208	113
DISAGREE	19.5%	21.4%	16.3%
N	30	469	224
NEITHER	9.8%	11.6%	8.0%
N	15	255	109
AGREE	48.0%	50.1%	47.7%
N	74	1100	654
STRONGLY AGREE	10.8%	7.4%	19.8%
N	17	163	272
Column Total	100.0%	100.0%	100.0%
N	154	2196	1372

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69A LEADERSHIP: DECISIONS ARE MADE AT THE APPROPRIATE LEVEL

OFFICER

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	.4%	2.3%
N	13	11
STRONGLY DISAGREE	8.4%	13.2%
N	273	67
DISAGREE	19.3%	19.7%
N	624	100
NEITHER	9.8%	11.5%
N	319	58
AGREE	49.5%	44.5%
N	1601	226
STRONGLY AGREE	12.6%	8.9%
N	407	45
Column Total	100.0%	100.0%
N	3236	507

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69A LEADERSHIP: DECISIONS ARE MADE AT APPROPRIATE LEVEL

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	8.5%	13.5%
N	273	67
DISAGREE	19.3%	20.2%
N	624	100
NEITHER	9.9%	11.8%
N	319	58
AGREE	49.7%	45.5%
N	1601	226
STRONGLY AGREE	12.6%	9.1%
N	407	45
Column Total	100.0%	100.0%
N	3223	496

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69A LEADERSHIP: DECISIONS ARE MADE AT THE APPROPRIATE LEVEL

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	.7%	.7%			
N	24	1			
STRONGLY DISAGREE	9.0%	10.6%	8.0%	18.0%	6.8%
N	307	18	7	2	4
DISAGREE	19.1%	20.6%	16.0%	46.3%	24.3%
N	652	35	14	5	13
NEITHER	9.7%	11.8%	20.7%		14.1%
N	332	20	18		8
AGREE	49.4%	42.5%	42.5%	26.0%	49.3%
N	1685	72	36	3	27
STRONGLY AGREE	12.0%	13.8%	12.8%	9.7%	5.5%
N	410	23	11	1	3
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3410	168	85	10	55

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69A LEADERSHIP: DECISIONS ARE MADE AT THE APPROPRIATE LEVEL

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE N	9.1% 307	10.7% 18	8.0% 7	18.0% 2	6.8% 4
DISAGREE N	19.3% 652	20.7% 35	16.0% 14	46.3% 5	24.3% 13
NEITHER N	9.8% 332	11.9% 20	20.7% 18		14.1% 8
AGREE N	49.8% 1685	42.8% 72	42.5% 36	26.0% 3	49.3% 27
STRONGLY AGREE N	12.1% 410	13.8% 23	12.8% 11	9.7% 1	5.5% 3
Column Total N	100.0% 3386	100.0% 167	100.0% 85	100.0% 10	100.0% 55

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69B LEADERSHIP: RECEIVE COMMAND SUPPORT FOR DECISIONS

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
DONT KNOW		1.0%	.5%
N		23	7
STRONGLY DISAGREE	5.5%	3.7%	2.7%
N	9	82	38
DISAGREE	7.9%	9.3%	4.7%
N	12	205	65
NEITHER	12.9%	15.8%	9.3%
N	20	350	128
AGREE	49.5%	54.5%	50.0%
N	76	1204	689
STRONGLY AGREE	24.2%	15.7%	32.8%
N	37	347	452
Column Total	100.0%	100.0%	100.0%
N	154	2210	1379

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69B LEADERSHIP: RECEIVE COMMAND SUPPORT FOR DECISIONS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	5.5%	3.8%	2.7%
N	9	82	38
DISAGREE	7.9%	9.4%	4.7%
N	12	205	65
NEITHER	12.9%	16.0%	9.3%
N	20	350	128
AGREE	49.5%	55.0%	50.2%
N	76	1204	689
STRONGLY AGREE	24.2%	15.8%	33.0%
N	37	347	452
Column Total	100.0%	100.0%	100.0%
N	154	2187	1371

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69B LEADERSHIP: RECEIVE COMMAND SUPPORT FOR DECISIONS

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	.6%	1.9%
N	21	10
STRONGLY DISAGREE	3.1%	5.6%
N	100	28
DISAGREE	7.3%	9.2%
N	235	46
NEITHER	12.5%	18.5%
N	403	93
AGREE	53.0%	50.0%
N	1713	253
STRONGLY AGREE	23.5%	14.9%
N	761	75
Column Total	100.0%	100.0%
N	3234	505

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69B LEADERSHIP: RECEIVE COMMAND SUPPORT FOR DECISIONS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	3.1%	5.7%
N	100	28
DISAGREE	7.3%	9.3%
N	235	46
NEITHER	12.5%	18.8%
N	403	93
AGREE	53.3%	51.0%
N	1713	253
STRONGLY AGREE	23.7%	15.1%
N	761	75
Column Total	100.0%	100.0%
N	3213	496

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69B LEADERSHIP: RECEIVE COMMAND SUPPORT FOR DECISIONS

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	.8%	1.3%			2.0%
N	26	2			1
STRONGLY DISAGREE	3.3%	6.8%	2.7%	1.6%	4.0%
N	112	11	2	0	2
DISAGREE	7.6%	6.2%	9.5%	3.6%	7.3%
N	258	10	8	0	4
NEITHER	12.8%	18.4%	16.9%	16.4%	27.4%
N	435	31	14	2	15
AGREE	52.6%	53.2%	56.3%	55.0%	49.1%
N	1791	89	47	6	27
STRONGLY AGREE	23.1%	14.1%	14.6%	23.4%	10.2%
N	787	24	12	2	6
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3409	167	83	10	55

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69B LEADERSHIP: RECEIVE COMMAND SUPPORT FOR DECISIONS

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE N	3.3% 112	6.9% 11	2.7% 2	1.6% 0	4.1% 2
DISAGREE N	7.6% 258	6.3% 10	9.5% 8	3.6% 0	7.5% 4
NEITHER N	12.9% 435	18.6% 31	16.9% 14	16.4% 2	28.0% 15
AGREE N	53.0% 1791	53.9% 89	56.3% 47	55.0% 6	50.1% 27
STRONGLY AGREE N	23.3% 787	14.3% 24	14.6% 12	23.4% 2	10.4% 6
Column Total N	100.0% 3383	100.0% 165	100.0% 83	100.0% 10	100.0% 54

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69C LEADERSHIP: SATISFIED WITH LEADERSHIP

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW		.1%	.2%
N		2	3
STRONGLY DISAGREE	10.1%	9.8%	8.0%
N	15	216	110
DISAGREE	20.7%	16.6%	12.2%
N	32	365	167
NEITHER	13.7%	15.9%	11.1%
N	21	349	151
AGREE	40.1%	42.0%	40.4%
N	61	925	552
STRONGLY AGREE	15.3%	15.7%	28.1%
N	23	346	384
Column Total	100.0%	100.0%	100.0%
N	152	2204	1367

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69C LEADERSHIP: SATISFIED WITH LEADERSHIP

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	10.1%	9.8%	8.1%
N	15	216	110
DISAGREE	20.7%	16.6%	12.2%
N	32	365	167
NEITHER	13.7%	15.9%	11.1%
N	21	349	151
AGREE	40.1%	42.0%	40.5%
N	61	925	552
STRONGLY AGREE	15.3%	15.7%	28.1%
N	23	346	384
Column Total	100.0%	100.0%	100.0%
N	152	2201	1364

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69C LEADERSHIP: SATISFIED WITH LEADERSHIP

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	.1%	.4%
N	3	2
STRONGLY DISAGREE	8.6%	12.5%
N	278	63
DISAGREE	14.3%	20.8%
N	458	105
NEITHER	13.3%	18.2%
N	427	92
AGREE	42.1%	36.5%
N	1351	185
STRONGLY AGREE	21.6%	11.7%
N	694	59
Column Total	100.0%	100.0%
N	3212	507

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69C LEADERSHIP: SATISFIED WITH LEADERSHIP

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	8.7%	12.5%
N	278	63
DISAGREE	14.3%	20.9%
N	458	105
NEITHER	13.3%	18.3%
N	427	92
AGREE	42.1%	36.7%
N	1351	185
STRONGLY AGREE	21.6%	11.7%
N	694	59
Column Total	100.0%	100.0%
N	3209	505

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69C LEADERSHIP: SATISFIED WITH LEADERSHIP

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	.1%	.5%			
N	4	1			
STRONGLY DISAGREE	9.0%	11.2%	7.4%	12.8%	11.6%
N	306	19	6	1	6
DISAGREE	15.1%	14.5%	14.0%	41.0%	17.8%
N	513	24	12	4	10
NEITHER	13.7%	16.8%	20.7%	8.3%	14.1%
N	463	28	17	1	8
AGREE	41.3%	41.1%	40.7%	26.7%	48.3%
N	1403	68	34	2	27
STRONGLY AGREE	20.7%	15.8%	17.3%	11.3%	8.3%
N	703	26	15	1	5
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3392	165	84	9	55

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69C LEADERSHIP: SATISFIED WITH LEADERSHIP

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE N	9.0% 306	11.3% 19	7.4% 6	12.8% 1	11.6% 6
DISAGREE N	15.1% 513	14.6% 24	14.0% 12	41.0% 4	17.8% 10
NEITHER N	13.7% 463	16.9% 28	20.7% 17	8.3% 1	14.1% 8
AGREE N	41.4% 1403	41.3% 68	40.7% 34	26.7% 2	48.3% 27
STRONGLY AGREE N	20.8% 703	15.9% 26	17.3% 15	11.3% 1	8.3% 5
Column Total N	100.0% 3388	100.0% 164	100.0% 84	100.0% 9	100.0% 55

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69D LEADERSHIP: COMMAND LISTENS AND RESPONDS TO MY PROBLEMS

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
DONT KNOW		.9%	.7%
N		20	10
STRONGLY DISAGREE	7.2%	5.3%	4.0%
N	11	117	56
DISAGREE	9.7%	10.4%	8.6%
N	15	230	119
NEITHER	17.3%	16.9%	11.2%
N	26	374	154
AGREE	38.5%	47.8%	41.8%
N	59	1058	575
STRONGLY AGREE	27.2%	18.6%	33.6%
N	41	413	463
Column Total	100.0%	100.0%	100.0%
N	152	2212	1377

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69D LEADERSHIP: COMMAND LISTENS AND RESPONDS TO MY PROBLEMS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	7.2%	5.3%	4.1%
N	11	117	56
DISAGREE	9.7%	10.5%	8.7%
N	15	230	119
NEITHER	17.3%	17.1%	11.3%
N	26	374	154
AGREE	38.5%	48.3%	42.1%
N	59	1058	575
STRONGLY AGREE	27.2%	18.8%	33.9%
N	41	413	463
Column Total	100.0%	100.0%	100.0%
N	152	2192	1367

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69D LEADERSHIP: COMMAND LISTENS AND RESPONDS TO MY PROBLEMS

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	.6%	2.4%
N	18	12
STRONGLY DISAGREE	4.4%	8.0%
N	143	41
DISAGREE	9.5%	11.6%
N	306	59
NEITHER	14.2%	18.4%
N	459	93
AGREE	45.7%	41.8%
N	1478	212
STRONGLY AGREE	25.6%	17.8%
N	827	90
Column Total	100.0%	100.0%
N	3231	507

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69D LEADERSHIP: COMMAND LISTENS AND RESPONDS TO MY PROBLEMS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	4.5%	8.2%
N	143	41
DISAGREE	9.5%	11.8%
N	306	59
NEITHER	14.3%	18.9%
N	459	93
AGREE	46.0%	42.8%
N	1478	212
STRONGLY AGREE	25.7%	18.3%
N	827	90
Column Total	100.0%	100.0%
N	3213	495

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69D LEADERSHIP: COMMAND LISTENS AND RESPONDS TO MY PROBLEMS

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	.7%	2.2%			2.0%
N	25	4			1
STRONGLY DISAGREE	4.8%	8.1%	6.0%	1.6%	2.0%
N	163	13	5	0	1
DISAGREE	9.9%	4.9%	7.9%		15.4%
N	338	8	7		9
NEITHER	14.3%	21.7%	19.9%	27.4%	18.6%
N	486	36	17	3	10
AGREE	45.2%	41.4%	47.8%	61.3%	48.8%
N	1540	69	41	6	27
STRONGLY AGREE	25.1%	21.7%	18.3%	9.7%	13.3%
N	854	36	16	1	7
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3405	167	85	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69D LEADERSHIP: COMMAND LISTENS AND RESPONDS TO MY PROBLEMS

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE N	4.8% 163	8.2% 13	6.0% 5	1.6% 0	2.0% 1
DISAGREE N	10.0% 338	5.0% 8	7.9% 7		15.7% 9
NEITHER N	14.4% 486	22.2% 36	19.9% 17	27.4% 3	18.9% 10
AGREE N	45.6% 1540	42.3% 69	47.8% 41	61.3% 6	49.8% 27
STRONGLY AGREE N	25.3% 854	22.2% 36	18.3% 16	9.7% 1	13.6% 7
Column Total N	100.0% 3380	100.0% 163	100.0% 85	100.0% 10	100.0% 55

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69E LEADERSHIP: WORK GROUP LISTENS AND RESPONDS TO MY PROBLEMS

	Q20 PAY GRADE		
	CWO	01-03	04-06
DONT KNOW	1.0%	3.5%	2.4%
N	2	78	33
STRONGLY DISAGREE	3.5%	2.2%	1.1%
N	5	48	15
DISAGREE	3.6%	4.6%	3.2%
N	5	100	43
NEITHER	23.1%	19.6%	14.0%
N	35	431	193
AGREE	45.9%	53.8%	48.9%
N	70	1183	673
STRONGLY AGREE	22.9%	16.4%	30.4%
N	35	360	418
Column Total	100.0%	100.0%	100.0%
N	152	2200	1376

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69E LEADERSHIP: WORK GROUP LISTENS AND RESPONDS TO MY PROBLEMS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	3.5%	2.3%	1.1%
N	5	48	15
DISAGREE	3.6%	4.7%	3.2%
N	5	100	43
NEITHER	23.3%	20.3%	14.4%
N	35	431	193
AGREE	46.4%	55.7%	50.1%
N	70	1183	673
STRONGLY AGREE	23.2%	17.0%	31.1%
N	35	360	418
Column Total	100.0%	100.0%	100.0%
N	151	2122	1343

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69E LEADERSHIP: WORK GROUP LISTENS AND RESPONDS TO MY PROBLEMS

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	3.0%	3.0%
N	97	15
STRONGLY DISAGREE	1.5%	3.9%
N	49	20
DISAGREE	3.5%	7.3%
N	112	37
NEITHER	18.0%	15.2%
N	581	77
AGREE	51.9%	50.2%
N	1669	254
STRONGLY AGREE	22.0%	20.4%
N	709	104
Column Total	100.0%	100.0%
N	3217	507

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69E LEADERSHIP: WORK GROUP LISTENS AND RESPONDS TO MY PROBLEMS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	1.6%	4.0%
N	49	20
DISAGREE	3.6%	7.5%
N	112	37
NEITHER	18.6%	15.7%
N	581	77
AGREE	53.5%	51.8%
N	1669	254
STRONGLY AGREE	22.7%	21.1%
N	709	104
Column Total	100.0%	100.0%
N	3120	491

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69E LEADERSHIP: WORK GROUP LISTENS AND RESPONDS TO MY PROBLEMS

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	2.9%	4.0%	1.7%		9.2%
N	99	7	1		5
STRONGLY DISAGREE	1.8%	3.7%	1.0%		3.8%
N	60	6	1		2
DISAGREE	4.0%	2.8%	4.9%	16.4%	2.0%
N	136	5	4	2	1
NEITHER	16.9%	22.5%	28.5%	26.1%	25.7%
N	573	38	24	3	14
AGREE	52.0%	51.6%	46.1%	47.8%	48.0%
N	1763	86	39	5	27
STRONGLY AGREE	22.4%	15.4%	17.8%	9.7%	11.4%
N	761	26	15	1	6
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3392	167	85	10	55

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69E LEADERSHIP: WORK GROUP LISTENS AND RESPONDS TO MY PROBLEMS

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	1.8%	3.9%	1.0%		4.2%
N	60	6	1		2
DISAGREE	4.1%	3.0%	5.0%	16.4%	2.2%
N	136	5	4	2	1
NEITHER	17.4%	23.4%	29.0%	26.1%	28.3%
N	573	38	24	3	14
AGREE	53.5%	53.7%	46.8%	47.8%	52.8%
N	1763	86	39	5	27
STRONGLY AGREE	23.1%	16.1%	18.1%	9.7%	12.5%
N	761	26	15	1	6
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3293	160	84	10	50

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69F LEADERSHIP: ALLOWED TO EXERCISE RESPONSIBILITIES OF JOB

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW		.2%	.2%
N		3	3
STRONGLY DISAGREE	7.2%	4.7%	3.6%
N	11	105	50
DISAGREE	8.1%	10.3%	5.9%
N	12	228	82
NEITHER	10.7%	11.0%	7.3%
N	16	242	101
AGREE	41.5%	50.0%	40.3%
N	63	1104	555
STRONGLY AGREE	32.4%	23.8%	42.6%
N	49	526	587
Column Total	100.0%	100.0%	100.0%
N	153	2208	1378

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69F LEADERSHIP: ALLOWED TO EXERCISE RESPONSIBILITIES OF JOB

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	7.2%	4.8%	3.6%
N	11	105	50
DISAGREE	8.1%	10.3%	6.0%
N	12	228	82
NEITHER	10.7%	11.0%	7.3%
N	16	242	101
AGREE	41.5%	50.1%	40.4%
N	63	1104	555
STRONGLY AGREE	32.4%	23.9%	42.7%
N	49	526	587
Column Total	100.0%	100.0%	100.0%
N	153	2205	1375

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69F LEADERSHIP: ALLOWED TO EXERCISE RESPONSIBILITIES OF JOB

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	.1%	.4%
N	4	2
STRONGLY DISAGREE	4.3%	5.5%
N	138	28
DISAGREE	8.3%	11.0%
N	267	56
NEITHER	9.6%	9.4%
N	310	48
AGREE	45.5%	49.7%
N	1468	252
STRONGLY AGREE	32.2%	24.1%
N	1041	122
Column Total	100.0%	100.0%
N	3227	508

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69F LEADERSHIP: ALLOWED TO EXERCISE RESPONSIBILITIES OF JOB

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	4.3%	5.5%
N	138	28
DISAGREE	8.3%	11.0%
N	267	56
NEITHER	9.6%	9.4%
N	310	48
AGREE	45.6%	49.9%
N	1468	252
STRONGLY AGREE	32.3%	24.2%
N	1041	122
Column Total	100.0%	100.0%
N	3223	506

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69F LEADERSHIP: ALLOWED TO EXERCISE RESPONSIBILITIES OF JOB

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW N	.2% 5	.5% 1			
STRONGLY DISAGREE N	4.3% 145	6.2% 10	6.3% 5	1.6% 0	8.6% 5
DISAGREE N	8.9% 303	3.7% 6	2.9% 2	16.4% 2	10.9% 6
NEITHER N	9.2% 313	13.9% 23	20.2% 17	14.3% 1	6.0% 3
AGREE N	46.0% 1566	47.3% 79	42.0% 36	57.9% 6	52.3% 29
STRONGLY AGREE N	31.5% 1072	28.4% 47	28.7% 24	9.7% 1	22.1% 12
Column Total N	100.0% 3404	100.0% 166	100.0% 85	100.0% 10	100.0% 55

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69F LEADERSHIP: ALLOWED TO EXERCISE RESPONSIBILITIES OF JOB

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	4.3%	6.2%	6.3%	1.6%	8.6%
N	145	10	5	0	5
DISAGREE	8.9%	3.7%	2.9%	16.4%	10.9%
N	303	6	2	2	6
NEITHER	9.2%	14.0%	20.2%	14.3%	6.0%
N	313	23	17	1	3
AGREE	46.1%	47.6%	42.0%	57.9%	52.3%
N	1566	79	36	6	29
STRONGLY AGREE	31.5%	28.6%	28.7%	9.7%	22.1%
N	1072	47	24	1	12
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3399	165	85	10	55

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q70 WHO IS YOUR IMMEDIATE SUPERVISOR

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DEPT HEAD	65.8%	60.7%	21.5%
N	101	1326	288
DIVISION OFFICER	8.4%	9.8%	2.8%
N	13	215	37
LPO	.7%	.1%	
N	1	1	
CO\XO	15.6%	18.0%	39.3%
N	24	393	528
OTHER	9.5%	11.5%	36.4%
N	15	251	489
Column Total	100.0%	100.0%	100.0%
N	153	2187	1341

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71A IMMED SUPERVSR: KEEPS ME INFORMED

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW	.2%	.1%	.2%
N	0	3	3
STRONGLY DISAGREE	3.7%	3.7%	3.5%
N	6	81	49
DISAGREE	8.3%	10.9%	8.1%
N	13	243	112
NEITHER	7.7%	9.1%	7.9%
N	12	203	109
AGREE	56.5%	53.3%	43.8%
N	87	1185	605
STRONGLY AGREE	23.7%	22.9%	36.3%
N	36	508	502
Column Total	100.0%	100.0%	100.0%
N	154	2223	1380

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71A IMMEDIATE SUPERVISOR: KEEPS ME INFORMED

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	3.7%	3.7%	3.5%
N	6	81	49
DISAGREE	8.3%	11.0%	8.1%
N	13	243	112
NEITHER	7.7%	9.2%	7.9%
N	12	203	109
AGREE	56.6%	53.3%	44.0%
N	87	1185	605
STRONGLY AGREE	23.7%	22.9%	36.4%
N	36	508	502
Column Total	100.0%	100.0%	100.0%
N	154	2221	1377

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71A IMMED SUPERVSR: KEEPS ME INFORMED

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW N	.1% 5	.3% 1
STRONGLY DISAGREE N	3.4% 109	5.2% 26
DISAGREE N	9.3% 301	13.2% 67
NEITHER N	8.7% 281	8.3% 42
AGREE N	50.8% 1647	44.5% 227
STRONGLY AGREE N	27.8% 902	28.4% 145
Column Total N	100.0% 3245	100.0% 509

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71A IMMED SUPERVSR: KEEPS ME INFORMED

Q1 GENDER		
	MALE	FEMALE
STRONGLY DISAGREE	3.4%	5.2%
N	109	26
DISAGREE	9.3%	13.3%
N	301	67
NEITHER	8.7%	8.4%
N	281	42
AGREE	50.8%	44.7%
N	1647	227
STRONGLY AGREE	27.8%	28.5%
N	902	145
Column Total	100.0%	100.0%
N	3240	508

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71A IMMED SUPERVSR: KEEPS ME INFORMED

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW N	.1% 5	.8% 1			
STRONGLY DISAGREE N	3.6% 122	4.2% 7	1.9% 2	14.3% 1	6.5% 4
DISAGREE N	9.9% 340	8.2% 14	6.6% 6		9.2% 5
NEITHER N	8.6% 294	11.4% 19	7.6% 6	9.5% 1	6.8% 4
AGREE N	49.8% 1704	45.5% 76	58.0% 49	55.2% 6	56.2% 32
STRONGLY AGREE N	27.9% 955	29.9% 50	26.0% 22	21.0% 2	21.4% 12
Column Total N	100.0% 3420	100.0% 168	100.0% 85	100.0% 10	100.0% 56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71A IMMED SUPERVSR: KEEPS ME INFORMED

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE N	3.6% 122	4.3% 7	1.9% 2	14.3% 1	6.5% 4
DISAGREE N	10.0% 340	8.3% 14	6.6% 6		9.2% 5
NEITHER N	8.6% 294	11.5% 19	7.6% 6	9.5% 1	6.8% 4
AGREE N	49.9% 1704	45.8% 76	58.0% 49	55.2% 6	56.2% 32
STRONGLY AGREE N	28.0% 955	30.1% 50	26.0% 22	21.0% 2	21.4% 12
Column Total N	100.0% 3415	100.0% 167	100.0% 85	100.0% 10	100.0% 56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71B IMMED SUPERVSR: GIVES CLEAR AND COMPLETE INSTRUCTIONS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW	.2%	.0%	.2%
N	0	1	3
STRONGLY DISAGREE	5.9%	4.1%	3.6%
N	9	90	50
DISAGREE	9.5%	12.5%	9.8%
N	15	278	135
NEITHER	12.2%	15.6%	14.1%
N	19	347	194
AGREE	48.1%	47.5%	39.7%
N	74	1055	546
STRONGLY AGREE	24.1%	20.3%	32.5%
N	37	452	447
Column Total	100.0%	100.0%	100.0%
N	154	2223	1375

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71B IMMED SUPERVSR: GIVES CLEAR AND COMPLETE INSTRUCTIONS

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	5.9%	4.1%	3.6%
N	9	90	50
DISAGREE	9.5%	12.5%	9.8%
N	15	278	135
NEITHER	12.3%	15.6%	14.2%
N	19	347	194
AGREE	48.2%	47.5%	39.8%
N	74	1055	546
STRONGLY AGREE	24.2%	20.3%	32.6%
N	37	452	447
Column Total	100.0%	100.0%	100.0%
N	154	2222	1372

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71B IMMED SUPERVSR: GIVES CLEAR AND COMPLETE INSTRUCTIONS

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	.1%	.2%
N	3	1
STRONGLY DISAGREE	3.9%	4.5%
N	126	23
DISAGREE	11.0%	13.9%
N	357	71
NEITHER	14.9%	15.2%
N	482	77
AGREE	45.0%	42.3%
N	1457	215
STRONGLY AGREE	25.1%	23.9%
N	814	122
Column Total	100.0%	100.0%
N	3239	509

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71B IMMED SUPERVSR: GIVES CLEAR AND COMPLETE INSTRUCTIONS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	3.9%	4.5%
N	126	23
DISAGREE	11.0%	13.9%
N	357	71
NEITHER	14.9%	15.2%
N	482	77
AGREE	45.0%	42.4%
N	1457	215
STRONGLY AGREE	25.2%	23.9%
N	814	122
Column Total	100.0%	100.0%
N	3236	508

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71B IMMED SUPERVSR: GIVES CLEAR AND COMPLETE INSTRUCTIONS

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW N	.1% 5				
STRONGLY DISAGREE N	4.1% 139	1.2% 2	1.9% 2	21.5% 2	6.5% 4
DISAGREE N	11.6% 397	8.3% 14	8.4% 7	7.2% 1	7.4% 4
NEITHER N	14.9% 509	17.8% 30	14.0% 12	9.5% 1	15.2% 9
AGREE N	44.3% 1513	46.9% 79	46.1% 39	52.1% 5	51.8% 29
STRONGLY AGREE N	25.0% 852	25.7% 43	29.6% 25	9.7% 1	19.2% 11
Column Total N	100.0% 3415	100.0% 168	100.0% 85	100.0% 10	100.0% 56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71B IMMED SUPERVSR: GIVES CLEAR AND COMPLETE INSTRUCTIONS

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE N	4.1% 139	1.2% 2	1.9% 2	21.5% 2	6.5% 4
DISAGREE N	11.6% 397	8.3% 14	8.4% 7	7.2% 1	7.4% 4
NEITHER N	14.9% 509	17.8% 30	14.0% 12	9.5% 1	15.2% 9
AGREE N	44.4% 1513	46.9% 79	46.1% 39	52.1% 5	51.8% 29
STRONGLY AGREE N	25.0% 852	25.7% 43	29.6% 25	9.7% 1	19.2% 11
Column Total N	100.0% 3410	100.0% 168	100.0% 85	100.0% 10	100.0% 56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71C IMMED SUPERVSR: STANDS UP FOR ME

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
DONT KNOW	1.0%	1.9%	2.0%
N	2	43	27
STRONGLY DISAGREE	5.4%	5.4%	3.7%
N	8	118	50
DISAGREE	6.7%	8.1%	5.2%
N	10	179	71
NEITHER	16.7%	13.8%	13.2%
N	26	304	181
AGREE	42.2%	41.9%	33.3%
N	65	922	457
STRONGLY AGREE	28.0%	28.9%	42.7%
N	43	636	586
Column Total	100.0%	100.0%	100.0%
N	153	2203	1372

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71C IMMED SUPERVSR: STANDS UP FOR ME

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	5.5%	5.5%	3.7%
N	8	118	50
DISAGREE	6.8%	8.3%	5.3%
N	10	179	71
NEITHER	16.9%	14.1%	13.5%
N	26	304	181
AGREE	42.6%	42.7%	34.0%
N	65	922	457
STRONGLY AGREE	28.3%	29.4%	43.6%
N	43	636	586
Column Total	100.0%	100.0%	100.0%
N	152	2160	1345

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71C IMMED SUPERVSR: STANDS UP FOR ME

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	1.8%	2.6%
N	58	13
STRONGLY DISAGREE	4.4%	6.8%
N	142	35
DISAGREE	6.5%	10.1%
N	209	51
NEITHER	13.7%	13.7%
N	439	70
AGREE	39.3%	35.3%
N	1262	179
STRONGLY AGREE	34.4%	31.4%
N	1105	160
Column Total	100.0%	100.0%
N	3216	508

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71C IMMED SUPERVSR: STANDS UP FOR ME

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	4.5%	7.0%
N	142	35
DISAGREE	6.6%	10.4%
N	209	51
NEITHER	13.9%	14.1%
N	439	70
AGREE	40.0%	36.2%
N	1262	179
STRONGLY AGREE	35.0%	32.3%
N	1105	160
Column Total	100.0%	100.0%
N	3158	494

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71C IMMED SUPERVSR: STANDS UP FOR ME

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	1.8%	6.3%			2.3%
N	60	11			1
STRONGLY DISAGREE	4.6%	4.5%	5.1%	14.3%	8.5%
N	157	8	4	1	5
DISAGREE	7.0%	6.0%	3.6%	34.5%	7.5%
N	239	10	3	4	4
NEITHER	13.3%	19.0%	22.8%	13.7%	8.6%
N	450	32	19	1	5
AGREE	39.0%	36.1%	34.8%		44.1%
N	1322	61	30		25
STRONGLY AGREE	34.3%	28.0%	33.6%	37.4%	29.1%
N	1162	47	29	4	16
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3390	168	85	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71C IMMED SUPERVSR: STANDS UP FOR ME

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	4.7%	4.8%	5.1%	14.3%	8.7%
N	157	8	4	1	5
DISAGREE	7.2%	6.4%	3.6%	34.5%	7.6%
N	239	10	3	4	4
NEITHER	13.5%	20.3%	22.8%	13.7%	8.8%
N	450	32	19	1	5
AGREE	39.7%	38.6%	34.8%		45.2%
N	1322	61	30		25
STRONGLY AGREE	34.9%	29.9%	33.6%	37.4%	29.7%
N	1162	47	29	4	16
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3331	157	85	10	55

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71D IMMED SUPERVSR: MAKES SURE I HAVE WHAT IS NEEDED FOR JOB

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
DONT KNOW		.3%	.3%
N		6	4
STRONGLY DISAGREE	6.5%	3.8%	2.8%
N	10	84	39
DISAGREE	8.4%	9.3%	8.2%
N	13	206	112
NEITHER	20.0%	21.2%	17.0%
N	31	471	234
AGREE	41.4%	46.2%	40.2%
N	64	1025	553
STRONGLY AGREE	23.7%	19.2%	31.5%
N	37	426	433
Column Total	100.0%	100.0%	100.0%
N	154	2218	1376

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71D IMMED SUPERVSR: MAKES SURE I HAVE WHAT IS NEEDED FOR JOB

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	6.5%	3.8%	2.9%
N	10	84	39
DISAGREE	8.4%	9.3%	8.2%
N	13	206	112
NEITHER	20.0%	21.3%	17.1%
N	31	471	234
AGREE	41.4%	46.4%	40.3%
N	64	1025	553
STRONGLY AGREE	23.7%	19.3%	31.6%
N	37	426	433
Column Total	100.0%	100.0%	100.0%
N	154	2212	1372

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71D IMGED SUPERVSR: MAKES SURE I HAVE WHAT IS NEEDED FOR JOB

OFFICER

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	.2%	.8%
N	7	4
STRONGLY DISAGREE	3.3%	5.3%
N	106	27
DISAGREE	8.1%	13.4%
N	261	68
NEITHER	19.7%	18.7%
N	639	95
AGREE	44.6%	38.6%
N	1445	197
STRONGLY AGREE	24.1%	23.1%
N	778	118
Column Total	100.0%	100.0%
N	3236	509

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71D IMMED SUPERVSR: MAKES SURE I HAVE WHAT IS NEEDED FOR JOB

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	3.3%	5.3%
N	106	27
DISAGREE	8.1%	13.6%
N	261	68
NEITHER	19.8%	18.9%
N	639	95
AGREE	44.7%	38.9%
N	1445	197
STRONGLY AGREE	24.1%	23.3%
N	778	118
Column Total	100.0%	100.0%
N	3229	505

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71D IMMED SUPERVSR: MAKES SURE I HAVE WHAT IS NEEDED FOR JOB

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW N	.3% 9		2.3% 2		
STRONGLY DISAGREE N	3.5% 119	3.5% 6	2.5% 2	10.8% 1	6.5% 4
DISAGREE N	9.1% 310	4.8% 8	4.3% 4	7.2% 1	10.7% 6
NEITHER N	19.6% 669	18.8% 31	28.8% 25	9.5% 1	10.2% 6
AGREE N	43.5% 1484	51.3% 85	38.2% 33	53.2% 5	51.2% 29
STRONGLY AGREE N	24.1% 822	21.6% 36	23.9% 20	19.5% 2	21.5% 12
Column Total N	100.0% 3413	100.0% 166	100.0% 85	100.0% 10	100.0% 56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71D IMMED SUPERVSR: MAKES SURE I HAVE WHAT IS NEEDED FOR JOB

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	3.5%	3.5%	2.6%	10.8%	6.5%
N	119	6	2	1	4
DISAGREE	9.1%	4.8%	4.4%	7.2%	10.7%
N	310	8	4	1	6
NEITHER	19.6%	18.8%	29.5%	9.5%	10.2%
N	669	31	25	1	6
AGREE	43.6%	51.3%	39.1%	53.2%	51.2%
N	1484	85	33	5	29
STRONGLY AGREE	24.2%	21.6%	24.5%	19.5%	21.5%
N	822	36	20	2	12
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3404	166	83	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71E IMMED SUPERVSR: CAN BE TRUSTED

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
DONT KNOW	3.2%	1.3%	1.4%
N	5	29	19
STRONGLY DISAGREE	4.1%	4.2%	3.7%
N	6	92	51
DISAGREE	5.7%	5.7%	4.2%
N	9	125	58
NEITHER	16.9%	11.8%	8.5%
N	26	258	116
AGREE	28.1%	39.5%	28.8%
N	43	868	395
STRONGLY AGREE	42.0%	37.6%	53.4%
N	64	827	732
Column Total	100.0%	100.0%	100.0%
N	153	2199	1371

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71E IMMED SUPERVSR: CAN BE TRUSTED

OFFICER

Q20 PAY GRADE			
	CWO	01-03	04-06
STRONGLY DISAGREE	4.2%	4.2%	3.7%
N	6	92	51
DISAGREE	5.9%	5.8%	4.3%
N	9	125	58
NEITHER	17.4%	11.9%	8.6%
N	26	258	116
AGREE	29.0%	40.0%	29.2%
N	43	868	395
STRONGLY AGREE	43.4%	38.1%	54.2%
N	64	827	732
Column Total	100.0%	100.0%	100.0%
N	148	2170	1352

**NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED**

Q71E IMMED SUPERVSR: CAN BE TRUSTED

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW N	1.2% 39	2.8% 14
STRONGLY DISAGREE N	3.5% 111	7.5% 38
DISAGREE N	5.0% 162	5.8% 29
NEITHER N	10.3% 331	13.5% 68
AGREE N	34.7% 1115	37.1% 188
STRONGLY AGREE N	45.3% 1455	33.4% 169
Column Total N	100.0% 3214	100.0% 506

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71E IMMED SUPERVSR: CAN BE TRUSTED

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	3.5%	7.7%
N	111	38
DISAGREE	5.1%	6.0%
N	162	29
NEITHER	10.4%	13.8%
N	331	68
AGREE	35.1%	38.2%
N	1115	188
STRONGLY AGREE	45.8%	34.3%
N	1455	169
Column Total	100.0%	100.0%
N	3175	492

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71E IMMED SUPERVSR: CAN BE TRUSTED

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	1.3%	3.1%		3.6%	7.8%
N	43	5		0	4
STRONGLY DISAGREE	3.9%	4.5%	4.7%	34.5%	3.5%
N	132	7	4	4	2
DISAGREE	5.3%	5.2%	3.2%		3.9%
N	178	9	3		2
NEITHER	10.3%	15.9%	19.4%		10.1%
N	349	26	17		6
AGREE	34.8%	42.6%	31.7%	24.4%	36.7%
N	1179	70	27	3	21
STRONGLY AGREE	44.5%	28.6%	40.9%	37.4%	38.1%
N	1509	47	35	4	21
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3390	164	85	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71E IMMED SUPERVSR: CAN BE TRUSTED

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	3.9%	4.7%	4.7%	35.8%	3.8%
N	132	7	4	4	2
DISAGREE	5.3%	5.4%	3.2%		4.3%
N	178	9	3		2
NEITHER	10.4%	16.4%	19.4%		10.9%
N	349	26	17		6
AGREE	35.2%	44.0%	31.7%	25.3%	39.7%
N	1179	70	27	3	21
STRONGLY AGREE	45.1%	29.5%	40.9%	38.8%	41.3%
N	1509	47	35	4	21
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3347	158	85	10	52

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71F IMMED SUPERVSR: HELPS ME IMPROVE SKILLS & ADVANCE

	Q20 PAY GRADE		
	CWO	01-03	04-06
DONT KNOW	1.4%	.7%	1.5%
N	2	15	21
STRONGLY DISAGREE	7.2%	5.5%	4.9%
N	11	121	67
DISAGREE	10.5%	11.7%	8.0%
N	16	260	111
NEITHER	31.6%	25.6%	25.6%
N	49	567	353
AGREE	26.5%	33.3%	29.0%
N	41	738	399
STRONGLY AGREE	22.8%	23.3%	31.0%
N	35	517	427
Column Total	100.0%	100.0%	100.0%
N	154	2218	1378

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71F IMMED SUPERVSR: HELPS ME IMPROVE SKILLS & ADVANCE

Q20 PAY GRADE			
	CWO	O1-03	O4-06
STRONGLY DISAGREE	7.4%	5.5%	5.0%
N	11	121	67
DISAGREE	10.7%	11.8%	8.1%
N	16	260	111
NEITHER	32.0%	25.8%	26.0%
N	49	567	353
AGREE	26.8%	33.5%	29.4%
N	41	738	399
STRONGLY AGREE	23.1%	23.4%	31.4%
N	35	517	427
Column Total	100.0%	100.0%	100.0%
N	152	2203	1358

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71F IMMED SUPERVSR: HELPS ME IMPROVE SKILLS & ADVANCE

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	1.0%	.9%
N	33	5
STRONGLY DISAGREE	5.0%	7.6%
N	161	39
DISAGREE	10.0%	12.0%
N	325	61
NEITHER	25.9%	25.5%
N	838	130
AGREE	31.6%	30.0%
N	1024	153
STRONGLY AGREE	26.5%	24.0%
N	856	122
Column Total	100.0%	100.0%
N	3237	509

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71F IMMED SUPERVSR: HELPS ME IMPROVE SKILLS & ADVANCE

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	5.0%	7.7%
N	161	39
DISAGREE	10.1%	12.1%
N	325	61
NEITHER	26.1%	25.7%
N	838	130
AGREE	32.0%	30.3%
N	1024	153
STRONGLY AGREE	26.7%	24.3%
N	856	122
Column Total	100.0%	100.0%
N	3204	505

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71F IMMED SUPERVSR: HELPS ME IMPROVE SKILLS & ADVANCE

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	1.0%	.8%	2.3%		1.5%
N	34	1	2		1
STRONGLY DISAGREE	5.4%	3.7%	8.8%	10.8%	2.0%
N	184	6	7	1	1
DISAGREE	10.3%	8.2%	4.1%	27.4%	19.4%
N	353	14	3	3	11
NEITHER	25.8%	31.4%	22.0%	15.2%	26.5%
N	879	52	19	2	15
AGREE	30.9%	35.6%	44.0%	28.7%	29.4%
N	1055	59	37	3	17
STRONGLY AGREE	26.6%	20.3%	18.8%	17.9%	21.2%
N	909	34	16	2	12
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3414	167	85	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71F IMMED SUPERVSR: HELPS ME IMPROVE SKILLS & ADVANCE

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE N	5.4% 184	3.7% 6	9.0% 7	10.8% 1	2.0% 1
DISAGREE N	10.4% 353	8.3% 14	4.2% 3	27.4% 3	19.7% 11
NEITHER N	26.0% 879	31.6% 52	22.5% 19	15.2% 2	26.9% 15
AGREE N	31.2% 1055	35.9% 59	45.0% 37	28.7% 3	29.8% 17
STRONGLY AGREE N	26.9% 909	20.5% 34	19.3% 16	17.9% 2	21.5% 12
Column Total N	100.0% 3380	100.0% 165	100.0% 83	100.0% 10	100.0% 55

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71G IMMED SUPERVSR: DEMONSTRATES & EXPECTS PROFESSIONALISM

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW	.1%	.1%	.3%
N	0	1	4
STRONGLY DISAGREE	4.7%	4.0%	3.1%
N	7	89	43
DISAGREE	9.3%	6.6%	4.4%
N	14	146	60
NEITHER	9.5%	11.1%	7.8%
N	15	246	108
AGREE	40.3%	45.4%	33.7%
N	62	1007	464
STRONGLY AGREE	36.1%	32.9%	50.8%
N	56	731	700
Column Total	100.0%	100.0%	100.0%
N	154	2220	1378

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71G IMMED SUPERVSR: DEMONSTRATES & EXPECTS PROFESSIONALISM

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	4.7%	4.0%	3.1%
N	7	89	43
DISAGREE	9.3%	6.6%	4.4%
N	14	146	60
NEITHER	9.5%	11.1%	7.8%
N	15	246	108
AGREE	40.3%	45.4%	33.8%
N	62	1007	464
STRONGLY AGREE	36.1%	32.9%	50.9%
N	56	731	700
Column Total	100.0%	100.0%	100.0%
N	154	2219	1375

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71G IMMED SUPERVSR: DEMONSTRATES & EXPECTS PROFESSIONALISM

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	.1%	.2%
N	4	1
STRONGLY DISAGREE	3.3%	6.1%
N	108	31
DISAGREE	6.0%	5.2%
N	194	26
NEITHER	9.7%	10.6%
N	314	54
AGREE	40.7%	41.2%
N	1320	210
STRONGLY AGREE	40.1%	36.7%
N	1299	187
Column Total	100.0%	100.0%
N	3239	509

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71G IMMED SUPERVSR: DEMONSTRATES & EXPECTS PROFESSIONALISM

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	3.3%	6.1%
N	108	31
DISAGREE	6.0%	5.2%
N	194	26
NEITHER	9.7%	10.7%
N	314	54
AGREE	40.8%	41.2%
N	1320	210
STRONGLY AGREE	40.2%	36.8%
N	1299	187
Column Total	100.0%	100.0%
N	3235	508

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71G IMMED SUPERVSR: DEMONSTRATES & EXPECTS PROFESSIONALISM

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	.2%				
N	5				
STRONGLY DISAGREE	3.7%	4.3%	1.0%	10.8%	2.0%
N	127	7	1	1	1
DISAGREE	5.8%	5.0%	5.8%	14.3%	7.7%
N	199	8	5	1	4
NEITHER	9.6%	10.4%	16.9%	23.8%	6.2%
N	329	18	14	2	3
AGREE	40.6%	43.5%	37.5%	30.1%	55.4%
N	1386	73	32	3	31
STRONGLY AGREE	40.1%	36.8%	38.8%	21.0%	28.7%
N	1368	62	33	2	16
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3414	168	85	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71G IMMED SUPERVSR: DEMONSTRATES & EXPECTS PROFESSIONALISM

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE N	3.7% 127	4.3% 7	1.0% 1	10.8% 1	2.0% 1
DISAGREE N	5.8% 199	5.0% 8	5.8% 5	14.3% 1	7.7% 4
NEITHER N	9.7% 329	10.4% 18	16.9% 14	23.8% 2	6.2% 3
AGREE N	40.7% 1386	43.5% 73	37.5% 32	30.1% 3	55.4% 31
STRONGLY AGREE N	40.1% 1368	36.8% 62	38.8% 33	21.0% 2	28.7% 16
Column Total N	100.0% 3409	100.0% 168	100.0% 85	100.0% 10	100.0% 56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71H IMMED SUPERVSR: DEMANDS HIGH QUALITY WORK

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
DONT KNOW	.5%	.4%	.3%
N	1	8	4
STRONGLY DISAGREE	3.7%	1.0%	.7%
N	6	22	10
DISAGREE	3.9%	2.2%	2.2%
N	6	49	30
NEITHER	7.4%	9.2%	8.1%
N	11	203	111
AGREE	47.5%	50.0%	36.6%
N	72	1107	503
STRONGLY AGREE	36.9%	37.2%	52.1%
N	56	825	716
Column Total	100.0%	100.0%	100.0%
N	152	2214	1374

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71H IMMED SUPERVSR: DEMANDS HIGH QUALITY WORK

	Q20 PAY GRADE		
	CWO	01-03	04-06
STRONGLY DISAGREE	3.7%	1.0%	.7%
N	6	22	10
DISAGREE	3.9%	2.2%	2.2%
N	6	49	30
NEITHER	7.5%	9.2%	8.1%
N	11	203	111
AGREE	47.7%	50.2%	36.7%
N	72	1107	503
STRONGLY AGREE	37.1%	37.4%	52.2%
N	56	825	716
Column Total	100.0%	100.0%	100.0%
N	151	2206	1370

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71E IMMED SUPERVSR: DEMANDS HIGH QUALITY WORK

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	.2%	1.2%
N	7	6
STRONGLY DISAGREE	1.0%	1.2%
N	32	6
DISAGREE	2.3%	2.6%
N	73	13
NEITHER	8.5%	10.0%
N	274	51
AGREE	44.7%	46.7%
N	1442	237
STRONGLY AGREE	43.4%	38.4%
N	1401	195
Column Total	100.0%	100.0%
N	3228	508

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71H IMMED SUPERVSR: DEMANDS HIGH QUALITY WORK

OFFICER

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	1.0%	1.2%
N	32	6
DISAGREE	2.3%	2.6%
N	73	13
NEITHER	8.5%	10.1%
N	274	51
AGREE	44.8%	47.2%
N	1442	237
STRONGLY AGREE	43.5%	38.9%
N	1401	195
Column Total	100.0%	100.0%
N	3222	502

**NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED**

Q71H IMMED SUPERVSR: DEMANDS HIGH QUALITY WORK

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	.4%				
N	13				
STRONGLY DISAGREE	1.0%	.7%	.4%		1.5%
N	35	1	0		1
DISAGREE	2.3%	1.5%	3.6%	16.6%	
N	77	3	3	2	
NEITHER	8.5%	7.6%	10.2%	10.8%	20.9%
N	289	13	9	1	12
AGREE	44.8%	49.8%	40.9%	40.9%	48.3%
N	1524	84	35	4	27
STRONGLY AGREE	43.0%	40.4%	44.8%	31.8%	29.3%
N	1464	68	38	3	16
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3402	168	85	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71H IMMED SUPERVSR: DEMANDS HIGH QUALITY WORK

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE N	1.0% 35	.7% 1	.4% 0		1.5% 1
DISAGREE N	2.3% 77	1.5% 3	3.6% 3	16.6% 2	
NEITHER N	8.5% 289	7.6% 13	10.2% 9	10.8% 1	20.9% 12
AGREE N	45.0% 1524	49.8% 84	40.9% 35	40.9% 4	48.3% 27
STRONGLY AGREE N	43.2% 1464	40.4% 68	44.8% 38	31.8% 3	29.3% 16
Column Total N	100.0% 3390	100.0% 168	100.0% 85	100.0% 10	100.0% 56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71I IMMED SUPERVSR: ENCOURAGES CREATIVITY & NEW IDEAS

	Q20 PAY GRADE		
	CWO	01-03	04-06
DONT KNOW	1.7%	.3%	.5%
N	3	7	7
STRONGLY DISAGREE	7.0%	6.2%	4.0%
N	11	137	55
DISAGREE	7.6%	9.0%	7.0%
N	12	199	96
NEITHER	15.9%	19.5%	12.2%
N	24	433	168
AGREE	40.0%	37.6%	33.1%
N	61	834	456
STRONGLY AGREE	27.8%	27.4%	43.2%
N	42	607	595
Column Total	100.0%	100.0%	100.0%
N	153	2218	1378

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q711 IMMED SUPERVSR: ENCOURAGES CREATIVITY & NEW IDEAS

Q20 PAY GRADE			
	CWO	O1-03	O4-06
STRONGLY DISAGREE	7.1%	6.2%	4.0%
N	11	137	55
DISAGREE	7.7%	9.0%	7.0%
N	12	199	96
NEITHER	16.2%	19.6%	12.3%
N	24	433	168
AGREE	40.7%	37.7%	33.3%
N	61	834	456
STRONGLY AGREE	28.3%	27.5%	43.4%
N	42	607	595
Column Total	100.0%	100.0%	100.0%
N	150	2210	1371

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71I IMMED SUPERVSR: ENCOURAGES CREATIVITY & NEW IDEAS

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	.4%	.5%
N	14	3
STRONGLY DISAGREE	5.1%	7.4%
N	165	38
DISAGREE	8.0%	9.5%
N	259	49
NEITHER	16.8%	15.8%
N	543	81
AGREE	36.2%	34.9%
N	1172	178
STRONGLY AGREE	33.5%	31.8%
N	1083	162
Column Total	100.0%	100.0%
N	3236	508

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71I IMMED SUPERVSR: ENCOURAGES CREATIVITY & NEW IDEAS

OFFICER

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	5.1%	7.4%
N	165	38
DISAGREE	8.0%	9.6%
N	259	49
NEITHER	16.9%	15.9%
N	543	81
AGREE	36.4%	35.1%
N	1172	178
STRONGLY AGREE	33.6%	31.9%
N	1083	162
Column Total	100.0%	100.0%
N	3222	506

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71I IMMED SUPERVSR: ENCOURAGES CREATIVITY & NEW IDEAS

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	.4%	2.0%			
N	13	3			
STRONGLY DISAGREE	5.6%	3.2%	1.9%	21.5%	5.4%
N	190	5	2	2	3
DISAGREE	8.5%	4.8%	4.6%		6.5%
N	288	8	4		4
NEITHER	16.3%	21.1%	23.9%	37.5%	17.5%
N	555	35	20	4	10
AGREE	36.0%	37.3%	33.0%	20.0%	40.6%
N	1228	63	28	2	23
STRONGLY AGREE	33.3%	31.7%	36.6%	21.0%	30.0%
N	1135	53	31	2	17
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3410	168	85	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71I IMMED SUPERVSR: ENCOURAGES CREATIVITY & NEW IDEAS

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE N	5.6% 190	3.2% 5	1.9% 2	21.5% 2	5.4% 3
DISAGREE N	8.5% 288	4.9% 8	4.6% 4		6.5% 4
NEITHER N	16.3% 555	21.5% 35	23.9% 20	37.5% 4	17.5% 10
AGREE N	36.1% 1228	38.1% 63	33.0% 28	20.0% 2	40.6% 23
STRONGLY AGREE N	33.4% 1135	32.4% 53	36.6% 31	21.0% 2	30.0% 17
Column Total N	100.0% 3397	100.0% 165	100.0% 85	100.0% 10	100.0% 56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71J IMMED SUPERVSR: SETS RIGHT EXAMPLE

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
DONT KNOW	.2%	.1%	.3%
N	0	3	4
STRONGLY DISAGREE	6.8%	6.8%	5.5%
N	10	151	75
DISAGREE	9.6%	9.3%	6.0%
N	15	207	83
NEITHER	14.9%	15.7%	11.6%
N	23	347	160
AGREE	36.6%	39.0%	30.7%
N	56	865	423
STRONGLY AGREE	31.8%	29.1%	45.9%
N	49	645	633
Column Total	100.0%	100.0%	100.0%
N	153	2218	1378

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71J IMMED SUPERVSR: SETS RIGHT EXAMPLE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	6.8%	6.8%	5.5%
N	10	151	75
DISAGREE	9.7%	9.4%	6.1%
N	15	207	83
NEITHER	15.0%	15.7%	11.6%
N	23	347	160
AGREE	36.7%	39.1%	30.8%
N	56	865	423
STRONGLY AGREE	31.9%	29.1%	46.1%
N	49	645	633
Column Total	100.0%	100.0%	100.0%
N	152	2215	1375

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71J IMMED SUPERVSR: SETS RIGHT EXAMPLE

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	.2%	.3%
N	5	1
STRONGLY DISAGREE	5.9%	8.7%
N	192	44
DISAGREE	8.0%	8.8%
N	260	45
NEITHER	13.7%	16.9%
N	444	86
AGREE	35.8%	35.7%
N	1159	182
STRONGLY AGREE	36.3%	29.7%
N	1175	151
Column Total	100.0%	100.0%
N	3236	509

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71J IMGED SUPERVSR: SETS RIGHT EXAMPLE

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	5.9%	8.7%
N	192	44
DISAGREE	8.1%	8.8%
N	260	45
NEITHER	13.7%	16.9%
N	444	86
AGREE	35.9%	35.8%
N	1159	182
STRONGLY AGREE	36.4%	29.7%
N	1175	151
Column Total	100.0%	100.0%
N	3230	508

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71J IMMED SUPERVSR: SETS RIGHT EXAMPLE

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW N	.2% 7				
STRONGLY DISAGREE N	6.3% 216	5.6% 9	5.1% 4	14.3% 1	6.0% 3
DISAGREE N	8.2% 281	6.3% 11	6.6% 6	20.2% 2	4.2% 2
NEITHER N	13.8% 472	17.4% 29	23.1% 20	14.3% 1	13.2% 7
AGREE N	35.6% 1214	40.6% 68	25.2% 21	30.1% 3	50.1% 28
STRONGLY AGREE N	35.8% 1221	30.1% 51	40.0% 34	21.0% 2	26.5% 15
Column Total N	100.0% 3411	100.0% 168	100.0% 85	100.0% 10	100.0% 56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71J IMMED SUPERVSR: SETS RIGHT EXAMPLE

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	6.3%	5.6%	5.1%	14.3%	6.0%
N	216	9	4	1	3
DISAGREE	8.3%	6.3%	6.6%	20.2%	4.2%
N	281	11	6	2	2
NEITHER	13.9%	17.4%	23.1%	14.3%	13.2%
N	472	29	20	1	7
AGREE	35.7%	40.6%	25.2%	30.1%	50.1%
N	1214	68	21	3	28
STRONGLY AGREE	35.9%	30.1%	40.0%	21.0%	26.5%
N	1221	51	34	2	15
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3404	168	85	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71K IMMED SUPERVSR: TAKES RESPONSIBILITY FOR ACTIONS OF PEOPLE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW	1.9%	1.0%	1.5%
N	3	22	21
STRONGLY DISAGREE	6.8%	5.4%	3.1%
N	10	120	42
DISAGREE	6.7%	6.9%	5.2%
N	10	153	71
NEITHER	15.9%	13.5%	10.6%
N	24	300	145
AGREE	33.3%	40.5%	33.1%
N	51	898	456
STRONGLY AGREE	35.5%	32.7%	46.5%
N	54	725	640
Column Total	100.0%	100.0%	100.0%
N	153	2219	1376

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71K IMMED SUPERVSR: TAKES RESPONSIBILITY FOR ACTIONS OF PEOPLE

	Q20 PAY GRADE		
	CWO	01-03	04-06
STRONGLY DISAGREE	6.9%	5.5%	3.1%
N	10	120	42
DISAGREE	6.9%	6.9%	5.3%
N	10	153	71
NEITHER	16.2%	13.7%	10.7%
N	24	300	145
AGREE	33.9%	40.9%	33.6%
N	51	898	456
STRONGLY AGREE	36.2%	33.0%	47.3%
N	54	725	640
Column Total	100.0%	100.0%	100.0%
N	150	2197	1355

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71K IMMED SUPERVSR: TAKES RESPONSIBILITY FOR ACTION OF PEOPLE

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	1.1%	1.7%
N	37	9
STRONGLY DISAGREE	4.3%	6.4%
N	140	32
DISAGREE	5.9%	8.8%
N	190	45
NEITHER	11.9%	16.3%
N	385	83
AGREE	37.7%	36.0%
N	1219	183
STRONGLY AGREE	39.0%	30.9%
N	1263	157
Column Total	100.0%	100.0%
N	3234	509

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71K IMMED SUPERVSR: TAKES RESPONSIBILITY FOR ACTION OF PEOPLE

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	4.4%	6.5%
N	140	32
DISAGREE	5.9%	8.9%
N	190	45
NEITHER	12.0%	16.6%
N	385	83
AGREE	38.1%	36.6%
N	1219	183
STRONGLY AGREE	39.5%	31.4%
N	1263	157
Column Total	100.0%	100.0%
N	3197	501

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71K IMMED SUPERVSR: TAKES RESPONSIBILITY FOR ACTIONS OF PEOPLE

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	1.2%	2.2%			2.3%
N	41	4			1
STRONGLY DISAGREE	4.5%	5.5%	4.7%	14.3%	8.0%
N	152	9	4	1	4
DISAGREE	6.4%	4.7%	5.4%	23.8%	5.0%
N	217	8	5	2	3
NEITHER	12.3%	11.8%	21.5%	10.8%	14.5%
N	418	20	18	1	8
AGREE	37.7%	41.3%	28.9%	30.1%	33.8%
N	1285	70	25	3	19
STRONGLY AGREE	38.1%	34.4%	39.5%	21.0%	36.5%
N	1298	58	34	2	21
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3410	168	85	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71K IMMED SUPERVSR: TAKES RESPONSIBILITY FOR ACTIONS OF PEOPLE

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	4.5%	5.6%	4.7%	14.3%	8.1%
N	152	9	4	1	4
DISAGREE	6.4%	4.8%	5.4%	23.8%	5.1%
N	217	8	5	2	3
NEITHER	12.4%	12.1%	21.5%	10.8%	14.8%
N	418	20	18	1	8
AGREE	38.1%	42.2%	28.9%	30.1%	34.6%
N	1285	70	25	3	19
STRONGLY AGREE	38.5%	35.2%	39.5%	21.0%	37.3%
N	1298	58	34	2	21
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3369	165	85	10	55

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q72A CORE VALUES: SHOULD TELL TRUTH EVEN IF IT HURTS OTHERS

Q20 PAY GRADE			
	CWO	O1-03	O4-06
STRONGLY DISAGREE		.4%	.5%
N		10	7
DISAGREE	6.6%	6.7%	7.8%
N	10	149	108
NO OPINION	6.6%	5.1%	3.4%
N	10	113	47
AGREE	34.6%	44.8%	42.0%
N	53	995	579
STRONGLY AGREE	52.1%	43.0%	46.2%
N	80	954	637
Column Total	100.0%	100.0%	100.0%
N	154	2220	1377

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q72B CORE VALUES: SOMETIMES NEED TO BEND OR BREAK RULES FOR JOB

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
STRONGLY DISAGREE	5.2%	7.1%	9.9%
N	8	157	136
DISAGREE	19.0%	25.0%	24.6%
N	29	554	338
NO OPINION	11.1%	13.7%	9.5%
N	17	302	130
AGREE	55.2%	47.9%	46.9%
N	85	1061	645
STRONGLY AGREE	9.4%	6.4%	9.2%
N	14	141	126
Column Total	100.0%	100.0%	100.0%
N	154	2216	1376

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q72C CORE VALUES: RESPONSIBILITY IS KEY QUALITY

Q20 PAY GRADE			
	CWO	O1-03	O4-06
STRONGLY DISAGREE		.1%	.2%
N		3	3
DISAGREE		.3%	.3%
N		7	5
NO OPINION	.7%	.7%	.4%
N	1	16	6
AGREE	29.2%	26.7%	22.1%
N	45	593	305
STRONGLY AGREE	70.1%	72.1%	76.9%
N	108	1599	1059
Column Total	100.0%	100.0%	100.0%
N	154	2218	1377

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q72D CORE VALUES: IMPORTANT TO KNOW AND DO JOB WELL

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE		.1%	.1%
N		1	1
DISAGREE		.1%	
N		3	
NO OPINION		.2%	.1%
N		4	2
AGREE	24.4%	26.0%	20.9%
N	38	575	287
STRONGLY AGREE	75.6%	73.7%	78.9%
N	116	1628	1085
Column Total	100.0%	100.0%	100.0%
N	154	2210	1375

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q72E CORE VALUES: TEAM PLAYER MORE IMPORTANT THAN INDIVIDUAL

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	1.1%	.4%	.7%
N	2	10	9
DISAGREE	3.9%	3.4%	5.5%
N	6	76	75
NO OPINION	7.1%	7.8%	7.3%
N	11	172	101
AGREE	42.2%	44.0%	39.7%
N	65	973	547
STRONGLY AGREE	45.8%	44.4%	46.9%
N	70	983	646
Column Total	100.0%	100.0%	100.0%
N	154	2213	1378

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q72F CORE VALUES: NAVY LOYALTY IS ULTIMATELY MOST IMPORTANT

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
STRONGLY DISAGREE	6.7%	5.2%	5.6%
N	10	115	77
DISAGREE	15.6%	22.1%	23.4%
N	24	488	322
NO OPINION	25.8%	28.5%	20.6%
N	40	631	283
AGREE	36.0%	29.2%	32.7%
N	56	647	449
STRONGLY AGREE	15.8%	15.0%	17.7%
N	24	331	244
Column Total	100.0%	100.0%	100.0%
N	154	2212	1374

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q72G CORE VALUES: CONCERN WELL-BEING OF SHIPMATES IS IMPORTANT

Q20 PAY GRADE			
	CWO	O1-03	O4-06
STRONGLY DISAGREE			.1%
N			1
DISAGREE		.1%	
N		1	
NO OPINION	1.2%	.8%	.3%
N	2	17	4
AGREE	31.2%	34.0%	27.7%
N	48	752	380
STRONGLY AGREE	67.6%	65.2%	72.0%
N	103	1444	989
Column Total	100.0%	100.0%	100.0%
N	153	2214	1374

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q72H CORE VALUES: EVERYONE SHOULD SERVE COUNTRY

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	.8%	1.3%	.8%
N	1	28	11
DISAGREE	4.3%	5.6%	4.4%
N	7	123	61
NO OPINION	10.4%	13.0%	7.4%
N	16	289	102
AGREE	34.6%	36.9%	34.1%
N	53	817	468
STRONGLY AGREE	49.8%	43.3%	53.3%
N	77	958	733
Column Total	100.0%	100.0%	100.0%
N	154	2215	1375

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q72I CORE VALUES: SHOULD REPORT SEXUAL HARASSMENT

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	.4%	.8%	1.3%
N	1	17	18
DISAGREE	2.3%	4.6%	7.7%
N	3	103	106
NO OPINION	7.3%	10.9%	8.9%
N	11	242	123
AGREE	34.8%	35.1%	33.2%
N	54	777	457
STRONGLY AGREE	55.2%	48.5%	48.8%
N	85	1074	671
Column Total	100.0%	100.0%	100.0%
N	154	2213	1375

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q72J CORE VALUES: RELY ON SPIRITUAL BELIEFS FOR DECISIONS

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
STRONGLY DISAGREE	7.9%	9.0%	7.0%
N	12	199	96
DISAGREE	20.2%	14.6%	14.3%
N	31	325	197
NO OPINION	29.9%	30.9%	25.4%
N	46	685	349
AGREE	22.7%	26.6%	29.7%
N	35	590	409
STRONGLY AGREE	19.3%	18.9%	23.7%
N	30	418	326
Column Total	100.0%	100.0%	100.0%
N	154	2218	1376

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73A IMPORTANT TO: BE HONEST

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE			.1%
N			1
DISAGREE			.0%
N			1
NO OPINION	.2%	.4%	.3%
N	0	8	4
AGREE	22.8%	21.4%	16.2%
N	36	476	224
STRONGLY AGREE	76.9%	78.2%	83.4%
N	120	1736	1152
Column Total	100.0%	100.0%	100.0%
N	156	2220	1381

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73B IMPORTANT TO: BEHAVE IN HONORABLE MANNER

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE			.1%
N			1
DISAGREE	.2%	.1%	
N	0	2	
NO OPINION	.9%	.3%	.2%
N	1	7	3
AGREE	23.0%	20.7%	14.7%
N	36	459	202
STRONGLY AGREE	75.8%	78.9%	85.1%
N	118	1749	1175
Column Total	100.0%	100.0%	100.0%
N	156	2217	1381

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73C IMPORTANT TO: BE RESPONSIBLE

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE			.1%
N			1
NO OPINION		.0%	
N		1	
AGREE	21.7%	18.2%	13.0%
N	34	403	179
STRONGLY AGREE	78.3%	81.8%	86.9%
N	122	1813	1200
Column Total	100.0%	100.0%	100.0%
N	156	2217	1380

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73D IMPORTANT TO: BE COMPETENT

Q20 PAY GRADE			
	CWO	01-03	04-06
STRONGLY DISAGREE			.1%
N			1
NO OPINION		.2%	.1%
N		5	1
AGREE	23.8%	18.4%	15.2%
N	37	407	209
STRONGLY AGREE	76.2%	81.4%	84.7%
N	119	1801	1168
Column Total	100.0%	100.0%	100.0%
N	156	2213	1379

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73E IMPORTANT TO: BE GOOD TEAM PLAYER

Q20 PAY GRADE			
	CWO	01-03	04-06
STRONGLY DISAGREE		.1%	.2%
N		3	3
DISAGREE	1.3%	.4%	.5%
N	2	10	7
NO OPINION	2.4%	2.7%	2.3%
N	4	59	32
AGREE	32.4%	33.3%	28.1%
N	50	738	387
STRONGLY AGREE	63.9%	63.5%	68.9%
N	99	1406	949
Column Total	100.0%	100.0%	100.0%
N	155	2216	1378

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73F IMPORTANT TO: BE LOYAL TO NAVY

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	.2%	.4%	.3%
N	0	10	5
DISAGREE	.8%	1.2%	1.4%
N	1	25	19
NO OPINION	2.3%	10.7%	5.2%
N	4	237	71
AGREE	36.2%	41.6%	37.4%
N	56	920	516
STRONGLY AGREE	60.5%	46.2%	55.7%
N	94	1023	767
Column Total	100.0%	100.0%	100.0%
N	155	2215	1378

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73G IMPORTANT TO: SHOW CONCERN FOR OTHERS

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE		.1%	.1%
N		1	1
DISAGREE		.1%	.1%
N		1	1
NO OPINION	.1%	1.3%	.6%
N	0	28	9
AGREE	31.2%	26.9%	20.1%
N	48	596	277
STRONGLY AGREE	68.7%	71.7%	79.1%
N	107	1586	1090
Column Total	100.0%	100.0%	100.0%
N	155	2213	1378

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73H IMPORTANT TO: BE PATRIOTIC

Q20 PAY GRADE			
	CWO	01-03	04-06
STRONGLY DISAGREE		.3%	.1%
N		7	1
DISAGREE	1.0%	.7%	.8%
N	2	15	11
NO OPINION	4.6%	5.8%	3.6%
N	7	129	49
AGREE	27.8%	34.9%	30.2%
N	43	772	416
STRONGLY AGREE	66.6%	58.3%	65.4%
N	104	1289	901
Column Total	100.0%	100.0%	100.0%
N	155	2212	1378

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73I IMPORTANT TO: BE COURAGEOUS

Q20 PAY GRADE			
	CWO	01-03	04-06
STRONGLY DISAGREE		.1%	.1%
N		2	1
DISAGREE	.4%	.7%	.6%
N	1	16	9
NO OPINION	4.9%	5.2%	4.5%
N	8	114	62
AGREE	34.1%	35.5%	29.9%
N	53	783	412
STRONGLY AGREE	60.6%	58.5%	64.9%
N	94	1291	894
Column Total	100.0%	100.0%	100.0%
N	154	2206	1378

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73J IMPORTANT TO: USE SPIRITUAL FAITH AS GUIDANCE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	9.4%	9.5%	7.4%
N	15	211	101
DISAGREE	12.1%	12.0%	11.5%
N	19	265	158
NO OPINION	35.7%	28.6%	25.0%
N	55	631	343
AGREE	20.3%	25.2%	25.1%
N	31	555	345
STRONGLY AGREE	22.6%	24.7%	31.1%
N	35	545	427
Column Total	100.0%	100.0%	100.0%
N	155	2206	1374

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q74 COURSES WHERE YOU HAVE HAD NAVY CORE VALUES TRAINING

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	22.9%	32.0%	39.9%
N	35	706	546
BASIC DIVISION			
OFFICERS	19.9%	27.0%	7.6%
N	31	595	104
ADV DIVISION			
OFFICERS	6.2%	2.8%	2.2%
N	10	62	30
COMMAND			
EXCELLENCE	10.1%	3.7%	10.6%
N	16	82	145
SWO/SUB DEPT HEAD			
SCHOOL	.1%	3.3%	5.4%
N	0	72	74
LMET	42.1%	25.5%	22.4%
N	65	563	307
NAVLEAD	18.6%	4.3%	.6%
N	29	94	9
EQUAL OPPORTUNITY	25.0%	20.9%	28.4%
N	38	461	389
OTHER	15.6%	14.1%	18.8%
N	24	310	258
Column Total	100.0%	100.0%	100.0%
N	154	2206	1370

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q74 COURSES WHERE YOU HAVE HAD NAVY CORE VALUES TRAINING

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
BASIC DIVISION			
OFFICERS	25.6%	39.4%	12.5%
N	31	595	104
ADV DIVISION			
OFFICERS	8.0%	4.1%	3.7%
N	10	62	30
COMMAND			
EXCELLENCE	13.0%	5.4%	17.5%
N	16	82	145
SWO/SUB DEPT HEAD			
SCHOOL	.1%	4.8%	8.9%
N	0	72	74
LMET			
	54.2%	37.3%	36.9%
N	65	563	307
NAVLEAD			
	23.9%	6.2%	1.1%
N	29	94	9
EQUAL OPPORTUNITY			
	32.2%	30.5%	46.8%
N	38	461	389
OTHER			
	20.0%	20.5%	31.0%
N	24	310	258
Column Total			
	100.0%	100.0%	100.0%
N	119	1510	832

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q75A EO: WORK ASSIGNMENTS ARE FAIR

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	1.2%	.5%	.9%
N	2	11	13
DISAGREE	1.2%	3.7%	1.7%
N	2	82	24
NEITHER	9.9%	5.9%	2.3%
N	15	130	32
AGREE	55.6%	58.3%	45.8%
N	86	1285	632
STRONGLY AGREE	32.1%	31.6%	49.2%
N	50	698	679
Column Total	100.0%	100.0%	100.0%
N	155	2206	1380

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75A EO: WORK ASSIGNMENTS ARE FAIR

Q1 GENDER		
	MALE	FEMALE
STRONGLY DISAGREE	.7%	.8%
N	22	4
DISAGREE	2.5%	5.3%
N	81	27
NEITHER	4.4%	7.1%
N	141	36
AGREE	53.9%	51.0%
N	1740	260
STRONGLY AGREE	38.5%	35.9%
N	1244	183
Column Total	100.0%	100.0%
N	3228	509

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75A EO: WORK ASSIGNMENTS ARE FAIR

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	.7%	.7%	1.0%		
N	24	1	1		
DISAGREE	2.8%	3.9%	1.5%		8.5%
N	96	6	1		5
NEITHER	4.3%	6.4%	17.1%	3.6%	9.5%
N	145	11	15	0	5
AGREE	53.4%	53.0%	56.0%	85.1%	51.7%
N	1818	88	48	9	29
STRONGLY AGREE	38.8%	36.1%	24.4%	11.3%	30.3%
N	1321	60	21	1	17
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3403	166	86	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75B EO: IMMEDIATE SUPERVISOR TREATS ME FAIRLY

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
STRONGLY DISAGREE	2.5%	1.4%	1.2%
N	4	31	16
DISAGREE	2.7%	4.0%	2.5%
N	4	88	34
NEITHER	10.3%	6.6%	4.1%
N	16	146	56
AGREE	50.7%	48.7%	37.5%
N	79	1076	517
STRONGLY AGREE	33.8%	39.2%	54.8%
N	52	866	755
Column Total	100.0%	100.0%	100.0%
N	155	2206	1377

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75B EO: IMMEDIATE SUPERVISOR TREATS ME FAIRLY

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	1.3%	2.1%
N	41	11
DISAGREE	3.3%	3.9%
N	106	20
NEITHER	5.6%	7.4%
N	181	38
AGREE	45.0%	42.3%
N	1451	215
STRONGLY AGREE	44.9%	44.2%
N	1448	225
Column Total	100.0%	100.0%
N	3226	508

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75B EO: IMMEDIATE SUPERVISOR TREATS ME FAIRLY

OFFICER

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	1.3%	2.5%	2.3%		
N	45	4	2		
DISAGREE	3.4%	1.8%	3.0%	10.8%	8.0%
N	115	3	3	1	4
NEITHER	5.6%	7.5%	6.9%	13.0%	7.8%
N	190	12	6	1	4
AGREE	44.2%	48.3%	56.0%	63.4%	45.2%
N	1503	80	48	7	25
STRONGLY AGREE	45.5%	39.8%	31.8%	12.9%	39.0%
N	1547	66	27	1	22
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3401	166	86	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75C EO: COMMANDING OFFICER SUPPORTS EQUAL OPPORTUNITY

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	.2%	.7%	.7%
N	0	15	9
DISAGREE	1.2%	1.4%	1.2%
N	2	31	17
NEITHER	10.2%	9.1%	6.5%
N	16	201	89
AGREE	37.6%	35.9%	29.5%
N	58	792	406
STRONGLY AGREE	50.7%	52.9%	62.1%
N	79	1168	855
Column Total	100.0%	100.0%	100.0%
N	155	2207	1376

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75C EO: COMMANDING OFFICER SUPPORTS EQUAL OPPORTUNITY

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	.5%	1.6%
N	17	8
DISAGREE	1.0%	3.2%
N	34	16
NEITHER	7.7%	11.4%
N	248	58
AGREE	33.2%	35.9%
N	1069	183
STRONGLY AGREE	57.6%	47.9%
N	1856	244
Column Total	100.0%	100.0%
N	3223	510

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75C EO: COMMANDING OFFICER SUPPORTS EQUAL OPPORTUNITY

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE N	.6% 21	1.5% 3	1.6% 1		
DISAGREE N	1.2% 42	1.8% 3	1.4% 1	1.6% 0	5.7% 3
NEITHER N	7.5% 255	18.4% 31	16.6% 14	9.5% 1	8.8% 5
AGREE N	33.3% 1131	34.3% 57	36.9% 32	66.9% 7	37.7% 21
STRONGLY AGREE N	57.4% 1950	43.9% 73	43.5% 37	22.0% 2	47.8% 27
Column Total N	100.0% 3400	100.0% 166	100.0% 86	100.0% 10	100.0% 56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75D EO: EXECUTIVE OFFICER SUPPORTS EQUAL OPPORTUNITY

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	.3%	.5%	.4%
N	1	10	5
DISAGREE	1.4%	2.2%	1.3%
N	2	49	18
NEITHER	10.3%	11.0%	9.9%
N	16	244	134
AGREE	40.6%	35.7%	29.3%
N	63	786	399
STRONGLY AGREE	47.4%	50.6%	59.1%
N	73	1115	803
Column Total	100.0%	100.0%	100.0%
N	155	2204	1358

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75D EO: EXECUTIVE OFFICER SUPPORTS EQUAL OPPORTUNITY**OFFICER**

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	.3%	1.4%
N	9	7
DISAGREE	1.6%	3.3%
N	52	17
NEITHER	9.7%	16.4%
N	309	83
AGREE	33.5%	33.8%
N	1073	172
STRONGLY AGREE	55.0%	45.1%
N	1760	230
Column Total	100.0%	100.0%
N	3203	509

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75D EO: EXECUTIVE OFFICER SUPPORTS EQUAL OPPORTUNITY

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	.4%	.8%	2.7%		
N	12	1	2		
DISAGREE	1.7%	2.9%	3.0%	18.0%	1.7%
N	59	5	3	2	1
NEITHER	10.0%	18.9%	16.4%		14.5%
N	339	32	14		8
AGREE	33.3%	33.4%	35.3%	60.0%	38.4%
N	1127	56	30	6	22
STRONGLY AGREE	54.5%	43.9%	42.7%	22.0%	45.4%
N	1843	73	36	2	26
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3380	166	85	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75E EO: NAVY IS IMPROVING EQUAL OPPORTUNITY

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	2.1%	1.2%	.7%
N	3	25	10
DISAGREE	3.0%	3.8%	2.4%
N	5	85	33
NEITHER	11.2%	13.6%	9.8%
N	17	299	134
AGREE	48.4%	50.0%	44.7%
N	74	1101	615
STRONGLY AGREE	35.4%	31.5%	42.4%
N	54	694	584
Column Total	100.0%	100.0%	100.0%
N	153	2204	1376

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75E EO: NAVY IS IMPROVING EQUAL OPPORTUNITY

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	.7%	3.0%
N	24	15
DISAGREE	2.9%	5.9%
N	92	30
NEITHER	11.3%	17.0%
N	364	86
AGREE	48.0%	47.0%
N	1548	238
STRONGLY AGREE	37.1%	27.0%
N	1195	137
Column Total	100.0%	100.0%
N	3222	506

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	.8%	5.9%		11.0%	1.5%
N	26	10		1	1
DISAGREE	2.9%	10.1%	1.6%		9.2%
N	98	17	1		5
NEITHER	11.7%	15.3%	16.5%	30.1%	11.0%
N	398	25	14	3	6
AGREE	48.0%	46.7%	53.4%	47.6%	48.2%
N	1630	78	46	5	27
STRONGLY AGREE	36.7%	22.1%	28.4%	11.3%	30.1%
N	1245	37	24	1	17
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3396	166	86	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75F EO: CHAIN IS EFFECTIVE WITH EQUAL OPPORTUNITY PROBLEMS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	2.1%	1.3%	.8%
N	3	28	11
DISAGREE	3.2%	4.3%	3.3%
N	5	94	45
NEITHER	7.8%	13.8%	8.3%
N	12	303	115
AGREE	49.2%	48.8%	42.2%
N	76	1075	581
STRONGLY AGREE	37.6%	31.8%	45.4%
N	58	701	624
Column Total	100.0%	100.0%	100.0%
N	154	2201	1376

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75F EO: CHAIN IS EFFECTIVE WITH EQUAL OPPORTUNITY PROBLEMS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	.8%	3.2%
N	26	16
DISAGREE	3.2%	7.9%
N	104	40
NEITHER	10.6%	17.4%
N	340	88
AGREE	46.4%	46.6%
N	1493	236
STRONGLY AGREE	39.0%	24.9%
N	1257	126
Column Total	100.0%	100.0%
N	3220	507

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75F EO: CHAIN IS EFFECTIVE WITH EQUAL OPPORTUNITY PROBLEMS

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE N	.8% 27	7.5% 12	2.6% 2		1.5% 1
DISAGREE N	3.2% 109	13.3% 22	4.7% 4	11.0% 1	13.7% 8
NEITHER N	11.8% 400	10.8% 18	7.5% 6	16.4% 2	3.5% 2
AGREE N	46.5% 1577	43.7% 72	47.7% 41	61.3% 6	50.5% 28
STRONGLY AGREE N	37.8% 1283	24.7% 41	37.5% 32	11.3% 1	30.8% 17
Column Total N	100.0% 3396	100.0% 165	100.0% 86	100.0% 10	100.0% 56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75G EO: WOULD BE TREATED FAIR AT CAPTAINS MAST**OFFICER**

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	1.5%	1.2%	1.2%
N	2	26	17
DISAGREE	3.3%	2.9%	2.9%
N	5	64	40
NEITHER	12.6%	16.5%	13.6%
N	19	361	187
AGREE	45.4%	41.7%	33.7%
N	70	913	463
STRONGLY AGREE	37.2%	37.8%	48.5%
N	57	827	666
Column Total	100.0%	100.0%	100.0%
N	154	2191	1373

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75G EO: WOULD BE TREATED FAIR AT CAPTAINS MAST

OFFICER

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	1.1%	2.0%
N	34	10
DISAGREE	2.9%	3.4%
N	92	17
NEITHER	14.2%	21.7%
N	456	110
AGREE	38.5%	41.4%
N	1233	210
STRONGLY AGREE	43.4%	31.5%
N	1390	160
Column Total	100.0%	100.0%
N	3206	507

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75G EO: WOULD BE TREATED FAIR AT CAPTAINS MAST

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE N	1.1% 37	3.7% 6	1.7% 1		
DISAGREE N	2.7% 90	5.2% 9	6.1% 5	11.0% 1	5.7% 3
NEITHER N	14.4% 486	27.8% 46	21.0% 18		24.0% 13
AGREE N	38.9% 1315	34.3% 57	44.4% 38	77.7% 8	39.7% 22
STRONGLY AGREE N	43.0% 1453	29.1% 48	26.8% 23	11.3% 1	30.6% 17
Column Total N	100.0% 3381	100.0% 166	100.0% 85	100.0% 10	100.0% 56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75E EO: FAIR TREATMENT FOR PROMOTIONS AND ADVANCEMENTS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	4.1%	7.5%	8.5%
N	6	166	116
DISAGREE	10.8%	18.4%	19.5%
N	17	405	268
NEITHER	14.2%	15.2%	12.1%
N	22	335	167
AGREE	39.7%	36.4%	30.3%
N	61	802	417
STRONGLY AGREE	31.3%	22.4%	29.6%
N	48	493	407
Column Total	100.0%	100.0%	100.0%
N	154	2201	1375

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75H EO: FAIR TREATMENT FOR PROMOTIONS AND ADVANCEMENTS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	7.5%	9.3%
N	241	47
DISAGREE	17.5%	24.8%
N	562	125
NEITHER	13.1%	19.8%
N	422	100
AGREE	34.8%	31.3%
N	1121	159
STRONGLY AGREE	27.1%	14.8%
N	873	75
Column Total	100.0%	100.0%
N	3220	506

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75H EO: FAIR TREATMENT FOR PROMOTIONS AND ADVANCEMENTS

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	7.1%	16.7%	7.9%	9.5%	14.7%
N	242	28	7	1	8
DISAGREE	18.5%	14.8%	13.6%	21.0%	34.4%
N	627	24	12	2	19
NEITHER	13.2%	23.4%	29.3%	24.4%	14.7%
N	448	39	25	3	8
AGREE	34.8%	30.5%	30.3%	35.4%	25.9%
N	1183	50	26	4	15
STRONGLY AGREE	26.4%	14.6%	18.9%	9.7%	10.4%
N	895	24	16	1	6
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3394	165	86	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75I EO: REENLISTMENT DECISIONS ARE FAIR

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	.3%	.5%	.5%
N	1	12	6
DISAGREE	.7%	1.3%	.8%
N	1	29	11
NEITHER	17.2%	28.0%	26.2%
N	27	613	359
AGREE	46.5%	40.4%	31.9%
N	72	884	437
STRONGLY AGREE	35.2%	29.8%	40.6%
N	54	653	556
Column Total	100.0%	100.0%	100.0%
N	154	2190	1368

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75I EO: REENLISTMENT DECISIONS ARE FAIR

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	.4%	1.1%
N	13	5
DISAGREE	1.1%	1.0%
N	35	5
NEITHER	23.9%	45.7%
N	766	231
AGREE	38.6%	30.2%
N	1237	152
STRONGLY AGREE	35.9%	22.1%
N	1150	112
Column Total	100.0%	100.0%
N	3202	505

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	.4%	1.3%			3.2%
N	15	2			2
DISAGREE	1.1%	2.2%		1.6%	
N	37	4		0	
NEITHER	26.5%	32.6%	27.7%	36.6%	23.8%
N	896	54	24	4	13
AGREE	36.9%	40.3%	46.0%	53.6%	56.0%
N	1246	66	39	6	31
STRONGLY AGREE	35.1%	23.5%	26.3%	8.2%	17.0%
N	1184	39	23	1	10
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3377	164	86	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75J EO: GENDER DISCRIMINATION NOT TOLERATED

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	.2%	1.6%	1.0%
N	0	34	14
DISAGREE	.8%	3.3%	2.3%
N	1	72	32
NEITHER	12.1%	14.9%	8.5%
N	19	328	116
AGREE	38.4%	36.7%	32.9%
N	59	805	451
STRONGLY AGREE	48.5%	43.6%	55.3%
N	75	956	759
Column Total	100.0%	100.0%	100.0%
N	154	2196	1372

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75J EO: GENDER DISCRIMINATION NOT TOLERATED

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	1.0%	3.2%
N	32	16
DISAGREE	2.1%	7.5%
N	67	38
NEITHER	11.8%	16.4%
N	380	83
AGREE	34.6%	39.5%
N	1112	200
STRONGLY AGREE	50.4%	33.4%
N	1619	170
Column Total	100.0%	100.0%
N	3210	507

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75J EO: GENDER DISCRIMINATION NOT TOLERATED

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	1.3%	2.4%	1.0%		2.0%
N	42	4	1		1
DISAGREE	2.8%	2.1%	1.6%	1.6%	5.4%
N	95	3	1	0	3
NEITHER	11.4%	26.4%	15.6%	13.0%	25.0%
N	387	43	13	1	14
AGREE	35.2%	33.8%	43.1%	74.1%	33.6%
N	1191	56	37	8	19
STRONGLY AGREE	49.3%	35.3%	38.7%	11.3%	34.0%
N	1671	58	33	1	19
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3387	164	86	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75K EO: RACIAL DISCRIMINATION NOT TOLERATED

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	2.0%	.7%	.5%
N	3	15	7
DISAGREE	1.6%	1.9%	1.2%
N	3	42	16
NEITHER	6.1%	8.0%	4.5%
N	9	175	61
AGREE	39.1%	36.9%	30.9%
N	60	813	426
STRONGLY AGREE	51.2%	52.5%	62.9%
N	79	1156	866
Column Total	100.0%	100.0%	100.0%
N	154	2200	1377

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75K EO: RACIAL DISCRIMINATION NOT TOLERATED

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	.5%	1.8%
N	16	9
DISAGREE	1.1%	4.7%
N	37	24
NEITHER	5.4%	13.9%
N	175	71
AGREE	34.1%	38.9%
N	1098	197
STRONGLY AGREE	58.8%	40.6%
N	1892	206
Column Total	100.0%	100.0%
N	3219	507

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75K EO: RACIAL DISCRIMINATION NOT TOLERATED

Q2 RACIAL BACKGROUND					
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	.5%	5.7%			2.0%
N	15	9			1
DISAGREE	1.2%	5.9%	3.6%	11.0%	3.9%
N	42	10	3	1	2
NEITHER	5.5%	20.5%	17.1%		15.0%
N	187	34	15		8
AGREE	34.4%	37.6%	47.3%	49.5%	33.8%
N	1166	62	41	5	19
STRONGLY AGREE	58.4%	30.3%	32.0%	39.5%	45.3%
N	1984	50	27	4	25
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3395	165	86	10	56

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q76 HAVE HAD FRATERNIZATION TRAINING IN LAST YEAR

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
YES	80.8%	75.5%	73.7%
N	126	1679	1021
NO	19.2%	24.5%	26.3%
N	30	545	364
Column Total	100.0%	100.0%	100.0%
N	156	2223	1385

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q77 EVALUATION OF FRATERNIZATION TRAINING

	Q20 PAY GRADE		
	CWO	01-03	04-06
NO TRAINING IN 12			
MOS.	18.3%	24.0%	25.9%
N	28	534	358
VERY POOR	5.3%	1.1%	2.1%
N	8	25	29
POOR	4.1%	4.5%	4.6%
N	6	101	64
NEUTRAL	14.6%	21.0%	19.3%
N	22	466	267
GOOD	46.1%	40.5%	38.2%
N	71	899	529
VERY GOOD	10.6%	6.5%	8.3%
N	16	145	115
NO OPINION	.9%	2.4%	1.6%
N	1	52	22
Column Total	100.0%	100.0%	100.0%
N	154	2222	1385

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q77 EVALUATION OF FRATERNIZATION TRAINING

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
VERY POOR	6.6%	1.5%	2.9%
N	8	25	29
POOR	5.1%	6.2%	6.3%
N	6	101	64
NEUTRAL	18.1%	28.5%	26.6%
N	22	466	267
GOOD	57.1%	55.0%	52.7%
N	71	899	529
VERY GOOD	13.2%	8.8%	11.4%
N	16	145	115
Column Total	100.0%	100.0%	100.0%
N	124	1635	1004

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
 NOT RECV TRAINING IN PAST 12 MOS
 AND NO OPINION OPTION OMITTED

Q78A FRATERNIZATION: COMMAND UNDERSTANDS DEFINITIONS

Q20 PAY GRADE			
	CWO	O1-03	O4-06
STRONGLY DISAGREE	4.7%	1.8%	1.5%
N	7	39	21
DISAGREE	9.3%	13.2%	12.1%
N	14	293	167
NO OPINION	5.6%	7.4%	6.6%
N	9	165	91
AGREE	56.8%	61.7%	58.9%
N	88	1369	815
STRONGLY AGREE	23.7%	15.9%	20.9%
N	37	354	290
Column Total	100.0%	100.0%	100.0%
N	156	2220	1384

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q78A FRATERNIZATION: COMMAND UNDERSTANDS DEFINITIONS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	1.6%	3.1%
N	52	16
DISAGREE	11.7%	18.6%
N	380	95
NO OPINION	7.3%	5.6%
N	236	28
AGREE	60.9%	57.2%
N	1976	292
STRONGLY AGREE	18.5%	15.5%
N	600	79
Column Total	100.0%	100.0%
N	3244	510

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q78B FRATERNIZATION: I UNDERSTAND RULES

	Q20 PAY GRADE		
	CWO	01-03	04-06
STRONGLY DISAGREE	1.2%	.4%	.7%
N	2	9	10
DISAGREE	2.3%	3.7%	3.7%
N	4	83	51
NO OPINION	3.0%	3.9%	2.3%
N	5	87	31
AGREE	54.0%	60.8%	53.3%
N	84	1349	738
STRONGLY AGREE	39.5%	31.2%	40.0%
N	61	693	554
Column Total	100.0%	100.0%	100.0%
N	155	2221	1384

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q78B FRATERNIZATION: I UNDERSTAND RULES

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	.5%	.8%
N	16	4
DISAGREE	3.5%	4.6%
N	114	23
NO OPINION	3.4%	2.2%
N	112	11
AGREE	58.1%	55.3%
N	1884	283
STRONGLY AGREE	34.5%	37.1%
N	1118	190
Column Total	100.0%	100.0%
N	3244	511

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q78C FRATERNIZATION: INTERFERES WITH DISCIPLINE

	Q20 PAY GRADE		
	CWO	C1-03	04-06
STRONGLY DISAGREE	2.2%	1.6%	1.7%
N	3	35	24
DISAGREE	9.9%	9.7%	6.8%
N	15	215	94
NO OPINION	12.5%	13.0%	9.9%
N	19	288	137
AGREE	36.6%	44.7%	41.2%
N	57	990	570
STRONGLY AGREE	38.8%	31.0%	40.4%
N	60	688	558
Column Total	100.0%	100.0%	100.0%
N	155	2216	1382

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q78C FRATERNIZATION: INTERFERES WITH DISCIPLINE

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	1.8%	.7%
N	59	3
DISAGREE	8.2%	11.2%
N	265	57
NO OPINION	11.8%	11.9%
N	382	61
AGREE	42.9%	44.8%
N	1388	229
STRONGLY AGREE	35.3%	31.4%
N	1144	160
Column Total	100.0%	100.0%
N	3238	510

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q78D FRATERNIZATION: NAVYS POLICY IS GOOD

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	2.9%	1.5%	1.9%
N	5	33	27
DISAGREE	13.1%	9.1%	7.1%
N	20	202	99
NO OPINION	12.7%	15.7%	12.2%
N	20	346	169
AGREE	42.5%	47.4%	44.6%
N	66	1047	616
STRONGLY AGREE	28.8%	26.3%	34.1%
N	45	580	470
Column Total	100.0%	100.0%	100.0%
N	155	2208	1380

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q78D FRATERNIZATION: NAVYS POLICY IS GOOD

Q1 GENDER		
	MALE	FEMALE
STRONGLY DISAGREE	1.8%	1.3%
N	58	6
DISAGREE	8.0%	12.2%
N	258	62
NO OPINION	14.0%	16.0%
N	451	81
AGREE	46.6%	43.7%
N	1506	223
STRONGLY AGREE	29.6%	26.8%
N	956	137
Column Total	100.0%	100.0%
N	3229	509

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q79 RECEIVED FORMAL SEXUAL HARASSMENT TRAINING WITHIN 12 MONTHS

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
YES	99.3%	99.0%	98.7%
N	154	2195	1358
NO	.7%	1.0%	1.3%
N	1	22	18
Column Total	100.0%	100.0%	100.0%
N	155	2217	1376

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80A SEXUAL HARASSMENT: UNDERSTAND DEFINITION

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	1.4%	.3%	.4%
N	2	8	6
DISAGREE	.9%	2.1%	1.6%
N	1	47	22
NO OPINION	1.4%	1.6%	1.0%
N	2	36	14
AGREE	51.5%	49.4%	41.7%
N	80	1097	577
STRONGLY AGREE	44.8%	46.6%	55.3%
N	70	1035	765
Column Total	100.0%	100.0%	100.0%
N	156	2223	1384

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80A SEXUAL HARASSMENT: UNDERSTAND DEFINITION

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	.5%	
N	16	
DISAGREE	2.0%	1.0%
N	66	5
NO OPINION	1.5%	.9%
N	48	4
AGREE	46.6%	46.4%
N	1515	237
STRONGLY AGREE	49.4%	51.8%
N	1603	264
Column Total	100.0%	100.0%
N	3247	510

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80B SEXUAL HARASSMENT: UNDERSTAND REGULATIONS

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
STRONGLY DISAGREE	1.3%	.2%	.3%
N	2	6	4
DISAGREE	1.9%	1.7%	.9%
N	3	38	13
NO OPINION	1.2%	1.6%	1.1%
N	2	35	16
AGREE	51.4%	50.7%	42.4%
N	80	1126	587
STRONGLY AGREE	44.3%	45.8%	55.3%
N	69	1017	766
Column Total	100.0%	100.0%	100.0%
N	156	2222	1385

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80B SEXUAL HARASSMENT: UNDERSTAND REGULATIONS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	.3%	
N	11	
DISAGREE	1.4%	1.4%
N	46	7
NO OPINION	1.6%	.3%
N	51	1
AGREE	47.8%	46.5%
N	1553	237
STRONGLY AGREE	48.8%	51.7%
N	1586	264
Column Total	100.0%	100.0%
N	3247	510

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80C SEXUAL HARASSMENT: PERSONNEL UNDERSTAND DEFINITION & REGS

Q20 PAY GRADE			
	CWO	O1-03	O4-06
STRONGLY DISAGREE	2.4%	.5%	1.0%
N	4	11	14
DISAGREE	2.5%	4.6%	2.6%
N	4	102	35
NO OPINION	9.6%	6.8%	6.2%
N	15	150	86
AGREE	55.8%	55.5%	52.2%
N	87	1234	723
STRONGLY AGREE	29.7%	32.6%	38.0%
N	46	725	526
Column Total	100.0%	100.0%	100.0%
N	156	2222	1384

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80C SEXUAL HARASSMENT: PERSONNEL UNDERSTAND DEFINITION & REGS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	.7%	1.3%
N	22	6
DISAGREE	3.0%	8.6%
N	96	44
NO OPINION	6.7%	6.6%
N	217	34
AGREE	55.2%	48.7%
N	1792	248
STRONGLY AGREE	34.5%	34.8%
N	1119	178
Column Total	100.0%	100.0%
N	3246	510

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80D SEXUAL HARASSMENT: FEEL COMPLAINT WOULD BE LISTENED TO

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	1.2%	2.3%	1.7%
N	2	50	24
DISAGREE	2.7%	4.3%	4.7%
N	4	96	65
NO OPINION	12.9%	10.4%	8.6%
N	20	231	119
AGREE	49.3%	50.6%	40.8%
N	77	1124	565
STRONGLY AGREE	33.9%	32.3%	44.2%
N	53	718	612
Column Total	100.0%	100.0%	100.0%
N	156	2219	1384

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80D SEXUAL HARASSMENT: FEEL COMPLAINT WOULD BE LISTENED TO

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	2.0%	2.0%
N	66	10
DISAGREE	4.1%	6.6%
N	132	33
NO OPINION	10.0%	8.9%
N	323	46
AGREE	46.4%	49.9%
N	1506	255
STRONGLY AGREE	37.5%	32.6%
N	1216	167
Column Total	100.0%	100.0%
N	3243	510

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80E SEXUAL HARASSMENT: NOT TOLERATED AT COMMAND

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE		.4%	.6%
N		8	8
DISAGREE		1.9%	1.4%
N		43	19
NO OPINION	8.7%	8.7%	4.8%
N	13	192	66
AGREE	39.3%	43.3%	35.1%
N	61	960	484
STRONGLY AGREE	52.0%	45.7%	58.1%
N	81	1013	801
Column Total	100.0%	100.0%	100.0%
N	155	2215	1379

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80E SEXUAL HARASSMENT: NOT TOLERATED AT COMMAND

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	.3%	1.4%
N	9	7
DISAGREE	1.1%	5.2%
N	36	26
NO OPINION	6.7%	10.9%
N	216	55
AGREE	39.6%	43.6%
N	1281	220
STRONGLY AGREE	52.4%	39.0%
N	1697	197
Column Total	100.0%	100.0%
N	3238	506

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80F SEXUAL HARASSMENT: UNDERSTAND RIGHTS AND RESPONSIBILITIES

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	.1%	.6%	.2%
N	0	12	3
DISAGREE	1.2%	2.1%	.7%
N	2	47	9
NO OPINION	2.3%	2.7%	2.2%
N	4	60	31
AGREE	49.2%	53.5%	41.6%
N	77	1188	576
STRONGLY AGREE	47.2%	41.2%	55.3%
N	73	914	766
Column Total	100.0%	100.0%	100.0%
N	156	2221	1385

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80F SEXUAL HARASSMENT: UNDERSTAND RIGHTS AND RESPONSIBILITIES

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	.5%	
N	15	
DISAGREE	1.5%	1.9%
N	49	10
NO OPINION	2.8%	.8%
N	90	4
AGREE	49.1%	47.5%
N	1595	242
STRONGLY AGREE	46.1%	49.8%
N	1497	254
Column Total	100.0%	100.0%
N	3246	510

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80G SEXUAL HARASSMENT: UNDERSTAND COMPLAINT PROCEDURE

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE		.6%	.2%
N		12	3
DISAGREE	3.4%	3.7%	1.7%
N	5	82	23
NO OPINION	4.0%	5.3%	4.0%
N	6	118	56
AGREE	54.0%	54.2%	44.1%
N	84	1202	610
STRONGLY AGREE	38.5%	36.3%	50.0%
N	60	805	693
Column Total	100.0%	100.0%	100.0%
N	156	2219	1384

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80G SEXUAL HARASSMENT: UNDERSTAND COMPLAINT PROCEDURE

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	.4%	.2%
N	14	1
DISAGREE	2.8%	3.6%
N	90	19
NO OPINION	5.2%	2.4%
N	167	12
AGREE	50.5%	50.3%
N	1638	257
STRONGLY AGREE	41.1%	43.5%
N	1334	222
Column Total	100.0%	100.0%
N	3243	510

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q81 STAND DOWN HELPED UNDERSTANDING OF SEXUAL HARASSMENT

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	9.0%	10.2%	9.9%
N	14	221	137
DISAGREE	12.5%	13.5%	15.2%
N	19	292	209
NO OPINION	17.7%	17.5%	14.5%
N	27	380	199
AGREE	49.6%	47.6%	46.3%
N	75	1033	637
STRONGLY AGREE	11.2%	11.3%	14.2%
N	17	244	195
Column Total	100.0%	100.0%	100.0%
N	151	2171	1377

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q81 STAND DOWN HELPED UNDERSTANDING OF SEXUAL HARASSMENT

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	10.3%	8.1%
N	329	41
DISAGREE	14.4%	11.8%
N	458	60
NO OPINION	16.0%	19.0%
N	509	96
AGREE	46.7%	50.6%
N	1490	256
STRONGLY AGREE	12.6%	10.5%
N	402	53
Column Total	100.0%	100.0%
N	3188	505

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q82A DRUGS/ALCOHOL: ZERO TOLERANCE POLICY IS GOOD

	Q20 PAY GRADE		
	CWO	01-03	04-06
DONT KNOW	.9%		.1%
N	1		1
STRONGLY DISAGREE		.1%	.2%
N		2	3
DISAGREE	.1%	.7%	.5%
N	0	15	6
NEITHER	.2%	.9%	.4%
N	0	21	6
AGREE	16.8%	13.9%	12.6%
N	26	307	173
STRONGLY AGREE	81.9%	84.4%	86.3%
N	127	1867	1191
Column Total	100.0%	100.0%	100.0%
N	155	2212	1380

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q82A DRUGS/ALCOHOL: ZERO TOLERANCE POLICY IS GOOD

Q20 PAY GRADE			
	CWO	01-03	04-06
STRONGLY DISAGREE		.1%	.2%
N		2	3
DISAGREE	.1%	.7%	.5%
N	0	15	6
NEITHER	.2%	.9%	.4%
N	0	21	6
AGREE	17.0%	13.9%	12.6%
N	26	307	173
STRONGLY AGREE	82.7%	84.4%	86.4%
N	127	1867	1191
Column Total	100.0%	100.0%	100.0%
N	154	2212	1379

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q82B DRUGS/ALCOHOL: CMND DRUG POLICY ENFORCEMENT IS FAIR

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW	1.6%	2.3%	2.5%
N	2	51	35
STRONGLY DISAGREE		.5%	.2%
N		11	3
DISAGREE	.3%	.9%	.4%
N	1	20	5
NEITHER	1.5%	2.7%	3.1%
N	2	60	42
AGREE	31.7%	26.1%	22.8%
N	49	576	314
STRONGLY AGREE	64.9%	67.5%	71.0%
N	101	1491	978
Column Total	100.0%	100.0%	100.0%
N	155	2208	1378

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q82B DRUGS/ALCOHOL: CMND DRUG POLICY ENFORCEMENT IS FAIR

	Q20 PAY GRADE		
	CWO	01-03	04-06
STRONGLY DISAGREE		.5%	.3%
N		11	3
DISAGREE	.3%	.9%	.4%
N	1	20	5
NEITHER	1.5%	2.8%	3.2%
N	2	60	42
AGREE	32.2%	26.7%	23.4%
N	49	576	314
STRONGLY AGREE	66.0%	69.1%	72.8%
N	101	1491	978
Column Total	100.0%	100.0%	100.0%
N	152	2157	1343

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q82C DRUGS/ALCOHOL: I UNDERSTAND NAVYS POLICY**OFFICER**

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW	1.3%	.6%	.3%
N	2	13	5
STRONGLY DISAGREE	.2%	.4%	.1%
N	0	9	1
DISAGREE	.4%	2.3%	1.0%
N	1	51	14
NEITHER	2.2%	2.4%	2.1%
N	3	52	28
AGREE	34.2%	40.0%	31.7%
N	53	881	437
STRONGLY AGREE	61.7%	54.3%	64.8%
N	96	1195	892
Column Total	100.0%	100.0%	100.0%
N	155	2201	1377

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q82C DRUGS/ALCOHOL: I UNDERSTAND NAVYS POLICY

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	.2%	.4%	.1%
N	0	9	1
DISAGREE	.5%	2.3%	1.0%
N	1	51	14
NEITHER	2.2%	2.4%	2.1%
N	3	52	28
AGREE	34.7%	40.2%	31.8%
N	53	881	437
STRONGLY AGREE	62.5%	54.6%	65.0%
N	96	1195	892
Column Total	100.0%	100.0%	100.0%
N	153	2189	1372

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q82D DRUGS/ALCOHOL: ALCOHOL POLICY IS GOOD

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW	1.5%	1.3%	1.0%
N	2	30	13
STRONGLY DISAGREE	.7%	1.0%	1.0%
N	1	22	13
DISAGREE	4.8%	2.3%	2.2%
N	7	50	30
NEITHER	5.9%	7.0%	4.2%
N	9	154	57
AGREE	30.7%	37.4%	31.4%
N	48	824	432
STRONGLY AGREE	56.5%	51.0%	60.3%
N	88	1124	829
Column Total	100.0%	100.0%	100.0%
N	155	2203	1375

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q82D DRUGS/ALCOHOL: ALCOHOL POLICY IS GOOD

	Q20 PAY GRADE		
	CWO	01-03	04-06
STRONGLY DISAGREE	.7%	1.0%	1.0%
N	1	22	13
DISAGREE	4.9%	2.3%	2.2%
N	7	50	30
NEITHER	6.0%	7.1%	4.2%
N	9	154	57
AGREE	31.2%	37.9%	31.7%
N	48	824	432
STRONGLY AGREE	57.3%	51.7%	60.9%
N	88	1124	829
Column Total	100.0%	100.0%	100.0%
N	153	2173	1362

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q82E DRUGS/ACOHOL: CMD ALCOHOL POLICY ENFORCEMENT IS FAIR

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW	1.8%	3.9%	4.7%
N	3	86	65
STRONGLY DISAGREE	2.8%	1.6%	1.0%
N	4	36	14
DISAGREE	3.9%	5.3%	2.1%
N	6	117	28
NEITHER	10.8%	8.8%	7.6%
N	17	195	104
AGREE	36.2%	37.8%	31.0%
N	56	835	425
STRONGLY AGREE	44.6%	42.5%	53.7%
N	68	939	736
Column Total	100.0%	100.0%	100.0%
N	153	2207	1373

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q82E DRUGS/ALCOHOL: CMND ALCOHOL POLICY ENFORCEMENT IS FAIR

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	2.9%	1.7%	1.0%
N	4	36	14
DISAGREE	3.9%	5.5%	2.2%
N	6	117	28
NEITHER	11.0%	9.2%	8.0%
N	17	195	104
AGREE	36.8%	39.3%	32.5%
N	56	835	425
STRONGLY AGREE	45.4%	44.3%	56.3%
N	68	939	736
Column Total	100.0%	100.0%	100.0%
N	151	2121	1308

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q82F DRUGS/ALCOHOL: CMND HAS STRONG ABUSE PREVENTION PROGRAMS

	Q20 PAY GRADE		
	CWO	01-03	04-06
DONT KNOW	1.7%	5.3%	5.4%
N	3	116	74
STRONGLY DISAGREE	2.8%	1.7%	1.5%
N	4	37	20
DISAGREE	7.1%	9.8%	6.5%
N	11	217	89
NEITHER	20.3%	20.2%	19.2%
N	32	445	264
AGREE	34.1%	34.0%	32.3%
N	53	749	443
STRONGLY AGREE	34.0%	29.0%	35.1%
N	53	638	481
Column Total	100.0%	100.0%	100.0%
N	155	2201	1372

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q82F DRUGS/ALCOHOL: CMND HAS STRONG ABUSE PREVENTION PROGRAMS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	2.8%	1.8%	1.6%
N	4	37	20
DISAGREE	7.2%	10.4%	6.9%
N	11	217	89
NEITHER	20.7%	21.3%	20.3%
N	32	445	264
AGREE	34.7%	35.9%	34.1%
N	53	749	443
STRONGLY AGREE	34.6%	30.6%	37.1%
N	53	638	481
Column Total	100.0%	100.0%	100.0%
N	152	2086	1298

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q82G DRUGS/ALCOHOL:COMMAND PROVIDES SUPPORTIVE AFTERCARE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW	10.9%	18.5%	21.4%
N	17	408	294
STRONGLY DISAGREE	1.8%	2.2%	1.1%
N	3	48	15
DISAGREE	4.8%	6.4%	2.8%
N	7	141	38
NEITHER	27.1%	23.9%	20.9%
N	42	525	287
AGREE	35.7%	28.7%	26.2%
N	55	630	359
STRONGLY AGREE	19.7%	20.3%	27.6%
N	30	447	379
Column Total	100.0%	100.0%	100.0%
N	153	2200	1373

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q82G DRUGS/ALCOHOL: COMMAND PROVIDES SUPPORTIVE AFTERCARE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	2.0%	2.7%	1.4%
N	3	48	15
DISAGREE	5.4%	7.9%	3.6%
N	7	141	38
NEITHER	30.4%	29.3%	26.6%
N	42	525	287
AGREE	40.1%	35.2%	33.3%
N	55	630	359
STRONGLY AGREE	22.1%	24.9%	35.2%
N	30	447	379
Column Total	100.0%	100.0%	100.0%
N	137	1792	1079

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q82H DRUGS/ALCOHOL: POLICIES MAKE NAVY BETTER PLACE

Q20 PAY GRADE			
	CWO	O1-03	O4-06
DONT KNOW		.6%	.4%
N		13	6
STRONGLY DISAGREE	.3%	.2%	.4%
N	1	3	6
DISAGREE	.8%	1.7%	.7%
N	1	36	10
NEITHER	5.6%	6.1%	4.6%
N	9	133	63
AGREE	37.7%	34.5%	30.2%
N	58	759	414
STRONGLY AGREE	55.5%	57.1%	63.7%
N	86	1254	876
Column Total	100.0%	100.0%	100.0%
N	154	2199	1375

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q82H DRUGS/ALCOHOL: POLICIES MAKES NAVY A BETTER PLACE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	.3%	.2%	.4%
N	1	3	6
DISAGREE	.8%	1.7%	.7%
N	1	36	10
NEITHER	5.6%	6.1%	4.6%
N	9	133	63
AGREE	37.7%	34.7%	30.3%
N	58	759	414
STRONGLY AGREE	55.5%	57.4%	64.0%
N	86	1254	876
Column Total	100.0%	100.0%	100.0%
N	154	2186	1369

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83A HEALTH: PHYSICAL READINESS TEST STANDARDS ARE GOOD

Q20 PAY GRADE			
	CWO	O1-03	O4-06
DONT KNOW	1.5%	.2%	1.0%
N	2	4	14
STRONGLY DISAGREE	16.8%	16.6%	14.7%
N	26	366	204
DISAGREE	29.3%	31.7%	28.9%
N	45	700	399
NEITHER	8.2%	10.3%	11.2%
N	13	228	155
AGREE	38.8%	35.5%	36.4%
N	60	785	504
STRONGLY AGREE	5.4%	5.8%	7.8%
N	8	129	108
Column Total	100.0%	100.0%	100.0%
N	154	2213	1384

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83A HEALTH: PHYSICAL READINESS TEST STANDARDS ARE GOOD

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	17.0%	16.6%	14.9%
N	26	366	204
DISAGREE	29.8%	31.7%	29.2%
N	45	700	399
NEITHER	8.3%	10.3%	11.3%
N	13	228	155
AGREE	39.4%	35.5%	36.8%
N	60	785	504
STRONGLY AGREE	5.5%	5.8%	7.9%
N	8	129	108
Column Total	100.0%	100.0%	100.0%
N	151	2209	1370

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83A HEALTH: PHYSICAL READINESS TEST STANDARDS ARE GOOD

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	.5%	1.0%
N	15	5
STRONGLY DISAGREE	15.4%	19.3%
N	498	98
DISAGREE	29.8%	35.1%
N	964	178
NEITHER	10.5%	10.7%
N	341	54
AGREE	37.2%	28.5%
N	1204	145
STRONGLY AGREE	6.7%	5.4%
N	216	27
Column Total	100.0%	100.0%
N	3237	508

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83A HEALTH: PHYSICAL READINESS TEST STANDARDS ARE GOOD

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	15.4%	19.5%
N	498	98
DISAGREE	29.9%	35.5%
N	964	178
NEITHER	10.6%	10.8%
N	341	54
AGREE	37.4%	28.8%
N	1204	145
STRONGLY AGREE	6.7%	5.4%
N	216	27
Column Total	100.0%	100.0%
N	3223	503

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83B HEALTH: COMMAND SUPPORTS EXERCISE PROGRAMS

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
DONT KNOW	.1%	1.1%	1.0%
N	0	25	14
STRONGLY DISAGREE	3.4%	7.4%	4.6%
N	5	163	64
DISAGREE	9.1%	14.3%	8.2%
N	14	317	113
NEITHER	13.1%	12.3%	9.9%
N	20	273	137
AGREE	49.2%	44.9%	47.7%
N	76	994	660
STRONGLY AGREE	25.2%	19.9%	28.6%
N	39	441	396
Column Total	100.0%	100.0%	100.0%
N	154	2213	1384

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83B HEALTH: COMMAND SUPPORTS EXERCISE PROGRAMS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	3.4%	7.4%	4.7%
N	5	163	64
DISAGREE	9.1%	14.5%	8.3%
N	14	317	113
NEITHER	13.1%	12.5%	10.0%
N	20	273	137
AGREE	49.2%	45.4%	48.2%
N	76	994	660
STRONGLY AGREE	25.3%	20.2%	28.9%
N	39	441	396
Column Total	100.0%	100.0%	100.0%
N	153	2189	1369

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83C HEALTH: BODY FAT STANDARDS APPLIED FAIR

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW	.2%	2.6%	3.6%
N	0	57	49
STRONGLY DISAGREE	6.4%	6.6%	5.1%
N	10	145	70
DISAGREE	10.9%	12.0%	8.3%
N	17	265	115
NEITHER	13.6%	13.0%	10.5%
N	21	288	145
AGREE	48.9%	49.7%	46.3%
N	75	1100	641
STRONGLY AGREE	19.9%	16.2%	26.3%
N	31	358	364
Column Total	100.0%	100.0%	100.0%
N	153	2213	1383

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83C HEALTH: BODY FAT STANDARDS APPLIED FAIR

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	6.5%	6.7%	5.3%
N	10	145	70
DISAGREE	10.9%	12.3%	8.6%
N	17	265	115
NEITHER	13.7%	13.4%	10.8%
N	21	288	145
AGREE	49.0%	51.0%	48.0%
N	75	1100	641
STRONGLY AGREE	20.0%	16.6%	27.3%
N	31	358	364
Column Total	100.0%	100.0%	100.0%
N	153	2156	1334

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83D HEALTH: COMMAND SUPPORTS INDIVIDUALS IN REMEDIAL PROGRAM

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
DONT KNOW	2.0%	6.6%	9.9%
N	3	146	136
STRONGLY DISAGREE	.6%	2.8%	2.1%
N	1	63	29
DISAGREE	6.6%	7.8%	4.6%
N	10	173	63
NEITHER	14.2%	12.2%	12.7%
N	22	269	176
AGREE	50.5%	53.0%	46.1%
N	78	1175	636
STRONGLY AGREE	26.1%	17.6%	24.7%
N	40	389	341
Column Total	100.0%	100.0%	100.0%
N	154	2216	1382

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83D HEALTH: COMMAND SUPPORTS INDIVIDUALS IN REMEDIAL PROGRAM

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	.6%	3.0%	2.3%
N	1	63	29
DISAGREE	6.7%	8.4%	5.1%
N	10	173	63
NEITHER	14.5%	13.0%	14.1%
N	22	269	176
AGREE	51.6%	56.8%	51.1%
N	78	1175	636
STRONGLY AGREE	26.7%	18.8%	27.4%
N	40	389	341
Column Total	100.0%	100.0%	100.0%
N	151	2070	1246

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83E HEALTH: DINING FACILITY HAS HEALTHY FOOD

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
DONT KNOW	15.9%	18.8%	25.2%
N	24	414	344
STRONGLY DISAGREE	7.4%	9.6%	5.8%
N	11	212	79
DISAGREE	10.4%	15.3%	7.3%
N	16	338	100
NEITHER	17.3%	19.0%	21.0%
N	26	421	287
AGREE	33.8%	28.2%	28.6%
N	52	623	391
STRONGLY AGREE	15.3%	9.1%	12.1%
N	23	201	165
Column Total	100.0%	100.0%	100.0%
N	153	2209	1366

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83E HEALTH: DINING FACILITY HAS HEALTHY FOOD

	Q20 PAY GRADE		
	CWO	01-03	04-06
STRONGLY DISAGREE	8.7%	11.8%	7.8%
N	11	212	79
DISAGREE	12.4%	18.8%	9.7%
N	16	338	100
NEITHER	20.5%	23.4%	28.1%
N	26	421	287
AGREE	40.1%	34.7%	38.2%
N	52	623	391
STRONGLY AGREE	18.2%	11.2%	16.1%
N	23	201	165
Column Total	100.0%	100.0%	100.0%
N	129	1795	1022

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83F HEALTH: STRESS MANAGEMENT CLASSES AVAILABLE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW	13.2%	17.4%	17.2%
N	20	384	238
STRONGLY DISAGREE	11.9%	10.0%	6.5%
N	18	220	90
DISAGREE	18.2%	19.0%	15.6%
N	28	420	216
NEITHER	17.4%	18.0%	15.4%
N	27	399	213
AGREE	29.5%	29.7%	34.7%
N	45	657	479
STRONGLY AGREE	9.9%	6.0%	10.5%
N	15	132	145
Column Total	100.0%	100.0%	100.0%
N	154	2211	1380

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83F HEALTH: STRESS MANAGEMENT CLASSES AVAILABLE

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
STRONGLY DISAGREE	13.7%	12.0%	7.9%
N	18	220	90
DISAGREE	20.9%	23.0%	18.9%
N	28	420	216
NEITHER	20.0%	21.8%	18.6%
N	27	399	213
AGREE	34.0%	35.9%	41.9%
N	45	657	479
STRONGLY AGREE	11.4%	7.2%	12.7%
N	15	132	145
Column Total	100.0%	100.0%	100.0%
N	133	1828	1142

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83G HEALTH: AWARE RISK OF HIGH BLOOD PRESSURE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW	3.0%	3.6%	1.9%
N	5	79	26
STRONGLY DISAGREE	1.9%	1.4%	1.1%
N	3	31	15
DISAGREE	4.7%	5.3%	2.7%
N	7	117	38
NEITHER	7.5%	8.1%	4.8%
N	11	179	66
AGREE	54.0%	56.2%	51.0%
N	82	1240	705
STRONGLY AGREE	28.9%	25.4%	38.6%
N	44	561	533
Column Total	100.0%	100.0%	100.0%
N	152	2207	1382

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83G HEALTH: AWARE OF RISK OF HIGH BLOOD PRESSURE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	2.0%	1.5%	1.1%
N	3	31	15
DISAGREE	4.9%	5.5%	2.8%
N	7	117	38
NEITHER	7.7%	8.4%	4.9%
N	11	179	66
AGREE	55.6%	58.3%	52.0%
N	82	1240	705
STRONGLY AGREE	29.8%	26.4%	39.3%
N	44	561	533
Column Total	100.0%	100.0%	100.0%
N	148	2127	1356

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83H HEALTH: SUICIDE PREVENTION PROGRAMS AVAILABLE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW	12.6%	18.2%	22.3%
N	19	401	308
STRONGLY DISAGREE	3.9%	4.0%	2.7%
N	6	89	37
DISAGREE	11.6%	10.5%	8.1%
N	18	231	111
NEITHER	19.1%	16.9%	14.2%
N	29	374	196
AGREE	37.6%	40.1%	38.2%
N	58	885	527
STRONGLY AGREE	15.3%	10.2%	14.6%
N	23	226	201
Column Total	100.0%	100.0%	100.0%
N	154	2207	1380

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83H HEALTH: SUICIDE PREVENTION PROGRAMS AVAILABLE

Q20 PAY GRADE			
	CWO	O1-03	O4-06
STRONGLY DISAGREE	4.5%	4.9%	3.4%
N	6	89	37
DISAGREE	13.3%	12.8%	10.4%
N	18	231	111
NEITHER	21.8%	20.7%	18.3%
N	29	374	196
AGREE	43.0%	49.0%	49.1%
N	58	885	527
STRONGLY AGREE	17.5%	12.5%	18.7%
N	23	226	201
Column Total	100.0%	100.0%	100.0%
N	134	1806	1072

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83I HEALTH: COMMAND PROMOTES TOBACCO-FREE ENVIRONMENT

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
DONT KNOW	.2%	1.0%	.8%
N	0	21	11
STRONGLY DISAGREE	8.1%	9.6%	3.6%
N	12	211	50
DISAGREE	9.7%	14.2%	8.0%
N	15	314	111
NEITHER	8.3%	10.8%	7.6%
N	13	239	105
AGREE	49.5%	41.6%	43.1%
N	76	919	595
STRONGLY AGREE	24.2%	22.9%	36.8%
N	37	505	508
Column Total	100.0%	100.0%	100.0%
N	153	2209	1381

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83I HEALTH: COMMAND PROMOTES TOBACCO-FREE ENVIRONMENT

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	8.2%	9.7%	3.7%
N	12	211	50
DISAGREE	9.7%	14.4%	8.1%
N	15	314	111
NEITHER	8.3%	10.9%	7.7%
N	13	239	105
AGREE	49.6%	42.0%	43.5%
N	76	919	595
STRONGLY AGREE	24.2%	23.1%	37.1%
N	37	505	508
Column Total	100.0%	100.0%	100.0%
N	153	2188	1370

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83J HEALTH: TOBACCO INFORMATION AVAILABLE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW	8.4%	11.9%	10.8%
N	13	263	150
STRONGLY DISAGREE	4.0%	4.2%	2.1%
N	6	93	28
DISAGREE	5.0%	7.9%	3.8%
N	5	174	52
NEITHER	11.9%	12.2%	10.4%
N	18	269	143
AGREE	53.1%	47.7%	46.5%
N	82	1057	643
STRONGLY AGREE	19.6%	16.2%	26.5%
N	30	359	366
Column Total	100.0%	100.0%	100.0%
N	154	2215	1382

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83J HEALTH: TOBACCO INFORMATION AVAILABLE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	4.3%	4.8%	2.3%
N	6	93	28
DISAGREE	3.2%	8.9%	4.2%
N	5	174	52
NEITHER	13.0%	13.8%	11.6%
N	18	269	143
AGREE	58.0%	54.1%	52.2%
N	82	1057	643
STRONGLY AGREE	21.4%	18.4%	29.7%
N	30	359	366
Column Total	100.0%	100.0%	100.0%
N	141	1952	1232

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83K HEALTH: STOP SMOKING PROGRAMS AVAILABLE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW	14.0%	18.3%	17.6%
N	21	406	242
STRONGLY DISAGREE	4.5%	5.3%	3.4%
N	7	117	47
DISAGREE	11.3%	12.2%	6.7%
N	17	269	92
NEITHER	16.7%	14.1%	13.5%
N	26	311	187
AGREE	36.4%	37.1%	36.3%
N	56	821	501
STRONGLY AGREE	17.1%	13.1%	22.5%
N	26	289	311
Column Total	100.0%	100.0%	100.0%
N	153	2214	1381

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83K HEALTH: STOP SMOKING PROGRAMS AVAILABLE

	Q20 PAY GRADE		
	CWO	01-03	04-06
STRONGLY DISAGREE	5.3%	6.5%	4.2%
N	7	117	47
DISAGREE	13.1%	14.9%	8.1%
N	17	269	92
NEITHER	19.4%	17.2%	16.4%
N	26	311	187
AGREE	42.4%	45.0%	44.0%
N	56	821	501
STRONGLY AGREE	19.9%	16.0%	27.3%
N	26	289	311
Column Total	100.0%	100.0%	100.0%
N	132	1808	1138

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83L HEALTH: ON-DUTY HEALTHY LIFESTYLES PROGRAMS AVAILABLE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DONT KNOW	5.4%	10.8%	13.3%
N	8	238	183
STRONGLY DISAGREE	4.0%	3.6%	2.5%
N	6	80	35
DISAGREE	4.1%	9.9%	4.6%
N	6	219	63
NEITHER	20.5%	14.7%	12.3%
N	31	324	170
AGREE	45.3%	45.0%	42.5%
N	69	995	586
STRONGLY AGREE	20.7%	15.9%	24.9%
N	32	352	343
Column Total	100.0%	100.0%	100.0%
N	153	2209	1379

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83L HEALTH: ON DUTY HEALTHY LIFESTYLES PROGRAMS AVAILABLE

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
STRONGLY DISAGREE	4.3%	4.1%	2.9%
N	6	80	35
DISAGREE	4.3%	11.1%	5.3%
N	6	219	63
NEITHER	21.7%	16.5%	14.2%
N	31	324	170
AGREE	47.8%	50.5%	48.9%
N	69	995	586
STRONGLY AGREE	21.9%	17.9%	28.7%
N	32	352	343
Column Total	100.0%	100.0%	100.0%
N	145	1971	1196

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q84 MOST USEFUL INCENTIVE PROGRAM TO STOP SMOKING

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
DOES NOT APPLY	64.3%	84.7%	83.7%
N	97	1866	1153
AM NOT TRYING	7.5%	2.9%	2.5%
N	11	64	35
TUITION/FEE ASSISTANCE	3.5%	.7%	.8%
N	5	16	10
NICORETTE GUM	1.6%	1.2%	1.0%
N	2	27	13
NICOTINE PATCHES	5.6%	4.2%	4.7%
N	9	93	65
DONT KNOW	13.4%	5.2%	5.6%
N	20	114	78
OTHER	4.1%	1.1%	1.7%
N	6	24	23
Column Total	100.0%	100.0%	100.0%
N	151	2204	1378

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q84 MOST USEFUL INCENTIVE PROGRAM TO STOP SMOKING

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
AM NOT TRYING	21.1%	18.9%	15.6%
N	11	64	35
TUITION/FEE ASSISTANCE	9.7%	4.9%	4.6%
N	5	16	10
NICORETTE GUM	4.4%	8.0%	5.9%
N	2	27	13
NICOTINE PATCHES	15.8%	27.6%	29.0%
N	9	93	65
DONT KNOW	37.6%	33.6%	34.6%
N	20	114	78
OTHER	11.5%	7.0%	10.3%
N	6	24	23
Column Total	100.0%	100.0%	100.0%
N	54	338	224

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q85 RECEIVED TRAINING FOR HIV/AIDS WITHIN LAST 12 MONTHS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NAVY TRAINING	50.9%	46.4%	37.8%
N	77	1027	523
OTHR MIL TRAIN	3.8%	3.0%	3.3%
N	6	66	46
CIVILIAN TRAIN	8.1%	12.6%	11.0%
N	12	279	153
NO	44.2%	45.8%	55.8%
N	67	1016	771
Column Total	100.0%	100.0%	100.0%
N	152	2216	1382

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86A AIDS INFORMATION: MILITARY CLASSROOM TRAINING

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO EXPERIENCE	13.0%	22.3%	25.6%
N	20	488	348
NO INFO AT ALL	38.2%	31.6%	33.5%
N	58	693	457
VERY LITTLE INFO	9.1%	10.0%	8.1%
N	14	220	111
SOME INFO	33.8%	28.4%	25.4%
N	51	622	345
GREAT DEAL OF INFO	5.8%	7.7%	7.4%
N	9	170	101
Column Total	100.0%	100.0%	100.0%
N	151	2193	1362

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86A AIDS INFORMATION: MILITARY CLASSROOM TRAINING

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO INFO AT ALL	44.0%	40.6%	45.1%
N	58	693	457
VERY LITTLE INFO	10.5%	12.9%	10.9%
N	14	220	111
SOME INFO	38.9%	36.5%	34.1%
N	51	622	345
GREAT DEAL OF INFO	6.6%	10.0%	9.9%
N	9	170	101
Column Total	100.0%	100.0%	100.0%
N	131	1705	1013

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86A AIDS INFORMATION: MILITARY CLASSROOM TRAINING**OFFICER**

Q1 GENDER		
	MALE	FEMALE
NO EXPERIENCE	23.0%	23.6%
N	736	119
NO INFO AT ALL	32.5%	32.9%
N	1040	165
VERY LITTLE INFO	9.8%	6.1%
N	312	31
SOME INFO	27.7%	26.3%
N	886	132
GREAT DEAL OF INFO	7.0%	11.2%
N	223	56
Column Total	100.0%	100.0%
N	3198	503

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86A AIDS INFORMATION: MILITARY CLASSROOM TRAINING

	Q1 GENDER	
	MALE	FEMALE
NO INFO AT ALL	42.3%	43.0%
N	1040	165
VERY LITTLE INFO	12.7%	7.9%
N	312	31
SOME INFO	36.0%	34.4%
N	886	132
GREAT DEAL OF INFO	9.0%	14.7%
N	223	56
Column Total	100.0%	100.0%
N	2461	384

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86B AIDS INFORMATION: COMMERCIAL MEDIA

Q20 PAY GRADE			
	CWO	O1-O3	O4-O6
NO EXPERIENCE	.7%	2.5%	1.5%
N	1	55	20
NO INFO AT ALL	.8%	1.3%	1.1%
N	1	29	15
VERY LITTLE INFO	9.4%	7.9%	7.9%
N	14	174	108
SOME INFO	51.9%	51.5%	53.8%
N	79	1134	739
GREAT DEAL OF INFO	37.2%	36.8%	35.7%
N	56	811	490
Column Total	100.0%	100.0%	100.0%
N	152	2203	1372

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86B AIDS INFORMATION: COMMERCIAL MEDIA

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO INFO AT ALL	.8%	1.3%	1.1%
N	1	29	15
VERY LITTLE INFO	9.5%	8.1%	8.0%
N	14	174	108
SOME INFO	52.3%	52.8%	54.6%
N	79	1134	739
GREAT DEAL OF INFO	37.4%	37.7%	36.3%
N	56	811	490
Column Total	100.0%	100.0%	100.0%
N	151	2147	1352

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86B AIDS INFORMATION: COMMERCIAL MEDIA

	Q1 GENDER	
	MALE	FEMALE
NO EXPERIENCE	2.0%	2.3%
N	65	11
NO INFO AT ALL	1.2%	1.0%
N	40	5
VERY LITTLE INFO	8.1%	7.1%
N	259	36
SOME INFO	52.8%	50.0%
N	1696	254
GREAT DEAL OF INFO	35.9%	39.7%
N	1152	202
Column Total	100.0%	100.0%
N	3212	509

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86B AIDS INFORMATION: COMMERCIAL MEDIA

	Q1 GENDER	
	MALE	FEMALE
NO INFO AT ALL	1.3%	1.0%
N	40	5
VERY LITTLE INFO	8.2%	7.2%
N	259	36
SOME INFO	53.9%	51.1%
N	1696	254
GREAT DEAL OF INFO	36.6%	40.6%
N	1152	202
Column Total	100.0%	100.0%
N	3147	497

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86C AIDS INFORMATION: DRUG/ALCOHOL COUNSELOR/TRAINING

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO EXPERIENCE	29.2%	52.9%	52.6%
N	44	1150	711
NO INFO AT ALL	30.4%	24.6%	27.0%
N	46	535	366
VERY LITTLE INFO	18.2%	9.3%	8.2%
N	27	201	110
SOME INFO	15.2%	10.6%	9.8%
N	23	231	132
GREAT DEAL OF INFO	7.1%	2.5%	2.5%
N	11	55	33
Column Total	100.0%	100.0%	100.0%
N	151	2172	1353

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86C AIDS INFORMATION: DRUG/ALCOHOL COUNSELOR/TRAINING

	Q20 PAY GRADE		
	CWO	01-03	04-06
NO INFO AT ALL	42.9%	52.3%	57.0%
N	46	535	366
VERY LITTLE INFO	25.7%	19.7%	17.2%
N	27	201	110
SOME INFO	21.4%	22.6%	20.6%
N	23	231	132
GREAT DEAL OF INFO	10.0%	5.4%	5.2%
N	11	55	33
Column Total	100.0%	100.0%	100.0%
N	107	1022	642

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86C AIDS INFORMATION: DRUG/ALCOHOL COUNSELOR/TRAINING

	Q1 GENDER	
	MALE	FEMALE
NO EXPERIENCE	50.7%	59.0%
N	1609	294
NO INFO AT ALL	26.3%	22.3%
N	833	111
VERY LITTLE INFO	9.5%	7.2%
N	302	36
SOME INFO	10.8%	8.8%
N	342	44
GREAT DEAL OF INFO	2.7%	2.7%
N	86	13
Column Total	100.0%	100.0%
N	3173	499

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86C AIDS INFORMATION: DRUG/ALCOHOL COUNSELOR/TRAINING

	Q1 GENDER	
	MALE	FEMALE
NO INFO AT ALL	53.3%	54.5%
N	833	111
VERY LITTLE INFO	19.3%	17.6%
N	302	36
SOME INFO	21.9%	21.4%
N	342	44
GREAT DEAL OF INFO	5.5%	6.5%
N	86	13
Column Total	100.0%	100.0%
N	1564	204

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86D AIDS INFORMATION: ARMED FORCES RADIO/TV

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO EXPERIENCE	39.7%	56.8%	59.7%
N	60	1236	810
NO INFO AT ALL	19.9%	19.6%	18.6%
N	30	425	252
VERY LITTLE INFO	18.9%	9.1%	7.4%
N	28	197	100
SOME INFO	16.6%	12.1%	12.4%
N	25	263	168
GREAT DEAL OF INFO	4.9%	2.5%	2.0%
N	7	54	27
Column Total	100.0%	100.0%	100.0%
N	151	2176	1356

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86D AIDS INFORMATION: ARMED FORCES RADIO/TV

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO INFO AT ALL	33.0%	45.2%	46.1%
N	30	425	252
VERY LITTLE INFO	31.4%	21.0%	18.3%
N	28	197	100
SOME INFO	27.6%	28.0%	30.7%
N	25	263	168
GREAT DEAL OF INFO	8.1%	5.8%	5.0%
N	7	54	27
Column Total	100.0%	100.0%	100.0%
N	91	940	547

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86D AIDS INFORMATION: ARMED FORCES RADIO/TV

Q1 GENDER		
	MALE	FEMALE
NO EXPERIENCE	55.0%	70.8%
N	1750	353
NO INFO AT ALL	19.9%	14.6%
N	633	73
VERY LITTLE INFO	9.3%	6.0%
N	295	30
SOME INFO	13.4%	6.3%
N	425	31
GREAT DEAL OF INFO	2.4%	2.4%
N	77	12
Column Total	100.0%	100.0%
N	3180	500

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86D AIDS INFORMATION: ARMED FORCES RADIO/TV

	Q1 GENDER	
	MALE	FEMALE
NO INFO AT ALL	44.3%	50.0%
N	633	73
VERY LITTLE INFO	20.6%	20.5%
N	295	30
SOME INFO	29.7%	21.5%
N	425	31
GREAT DEAL OF INFO	5.4%	8.1%
N	77	12
Column Total	100.0%	100.0%
N	1430	146

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86E AIDS INFORMATION: CHAPLAINS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO EXPERIENCE	46.8%	64.2%	63.5%
N	70	1394	860
NO INFO AT ALL	30.0%	26.8%	25.6%
N	45	581	347
VERY LITTLE INFO	18.0%	4.5%	5.4%
N	27	97	74
SOME INFO	3.8%	3.4%	4.2%
N	6	74	56
GREAT DEAL OF INFO	1.3%	1.1%	1.2%
N	2	25	16
Column Total	100.0%	100.0%	100.0%
N	151	2171	1353

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86E AIDS INFORMATION: CHAPLAINS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO INFO AT ALL	56.4%	74.8%	70.3%
N	45	581	347
VERY LITTLE INFO	33.9%	12.5%	14.9%
N	27	97	74
SOME INFO	7.2%	9.5%	11.5%
N	6	74	56
GREAT DEAL OF INFO	2.5%	3.2%	3.3%
N	2	25	16
Column Total	100.0%	100.0%	100.0%
N	80	777	493

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86E AIDS INFORMATION: CHAPLAINS

	Q1 GENDER	
	MALE	FEMALE
NO EXPERIENCE	61.7%	73.0%
N	1956	364
NO INFO AT ALL	27.2%	22.3%
N	862	111
VERY LITTLE INFO	5.8%	2.4%
N	185	12
SOME INFO	4.0%	2.1%
N	125	11
GREAT DEAL OF INFO	1.3%	.2%
N	42	1
Column Total	100.0%	100.0%
N	3170	499

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86E AIDS INFORMATION: CHAPLAINS

	Q1 GENDER	
	MALE	FEMALE
NO INFO AT ALL	71.0%	82.5%
N	862	111
VERY LITTLE INFO	15.2%	9.0%
N	185	12
SOME INFO	10.3%	7.8%
N	125	11
GREAT DEAL OF INFO	3.5%	.7%
N	42	1
Column Total	100.0%	100.0%
N	1214	135

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86F AIDS INFORMATION: TRAINING VIDEOS

	Q20 PAY GRADE		
	CWO	O1-03	O4-06
NO EXPERIENCE	28.2%	47.1%	51.4%
N	43	1026	696
NO INFO AT ALL	26.3%	21.2%	22.4%
N	40	461	303
VERY LITTLE INFO	11.8%	6.4%	5.9%
N	18	139	80
SOME INFO	28.7%	19.9%	16.5%
N	44	434	223
GREAT DEAL OF INFO	5.0%	5.4%	3.9%
N	8	118	53
Column Total	100.0%	100.0%	100.0%
N	153	2178	1355

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86F AIDS INFORMATION: TRAINING VIDEOS

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO INFO AT ALL	36.7%	40.0%	46.0%
N	40	461	303
VERY LITTLE INFO	16.4%	12.1%	12.1%
N	18	139	80
SOME INFO	39.9%	37.7%	33.9%
N	44	434	223
GREAT DEAL OF INFO	7.0%	10.2%	8.0%
N	8	118	53
Column Total	100.0%	100.0%	100.0%
N	110	1151	658

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86F AIDS INFORMATION: TRAINING VIDEOS

	Q1 GENDER	
	MALE	FEMALE
NO EXPERIENCE	47.6%	49.5%
N	1515	248
NO INFO AT ALL	22.5%	17.3%
N	716	87
VERY LITTLE INFO	6.4%	6.4%
N	205	32
SOME INFO	18.9%	19.9%
N	600	100
GREAT DEAL OF INFO	4.5%	6.9%
N	143	35
Column Total	100.0%	100.0%
N	3179	501

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86F AIDS INFORMATION: TRAINING VIDEOS

Q1 GENDER		
	MALE	FEMALE
NO INFO AT ALL	43.0%	34.3%
N	716	87
VERY LITTLE INFO	12.3%	12.6%
N	205	32
SOME INFO	36.1%	39.4%
N	600	100
GREAT DEAL OF INFO	8.6%	13.7%
N	143	35
Column Total	100.0%	100.0%
N	1664	253

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86G AIDS INFORMATION: COUNSELING AT STD CLINIC

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO EXPERIENCE	57.4%	76.6%	78.0%
N	86	1667	1058
NO INFO AT ALL	22.0%	15.6%	16.5%
N	33	340	224
VERY LITTLE INFO	9.8%	2.9%	2.1%
N	15	62	28
SOME INFO	8.5%	3.5%	2.3%
N	13	75	31
GREAT DEAL OF INFO	2.3%	1.5%	1.1%
N	3	34	15
Column Total	100.0%	100.0%	100.0%
N	150	2178	1356

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86G AIDS INFORMATION: COUNSELING AT STD CLINIC

	Q20 PAY GRADE		
	CWO	O1-O3	O4-O6
NO INFO AT ALL	51.5%	66.5%	75.1%
N	33	340	224
VERY LITTLE INFO	23.0%	12.2%	9.6%
N	15	62	28
SOME INFO	20.0%	14.7%	10.4%
N	13	75	31
GREAT DEAL OF INFO	5.4%	6.6%	4.9%
N	3	34	15
Column Total	100.0%	100.0%	100.0%
N	64	511	298

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86G AIDS INFORMATION: COUNSELING AT STD CLINIC**OFFICER**

	Q1 GENDER	
	MALE	FEMALE
NO EXPERIENCE	75.2%	83.2%
N	2391	417
NO INFO AT ALL	16.8%	12.3%
N	535	62
VERY LITTLE INFO	3.1%	1.2%
N	98	6
SOME INFO	3.5%	1.6%
N	111	8
GREAT DEAL OF INFO	1.3%	1.6%
N	43	8
Column Total	100.0%	100.0%
N	3177	502

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86G AIDS INFORMATION: COUNSELING AT STD CLINIC

	Q1 GENDER	
	MALE	FEMALE
NO INFO AT ALL	68.0%	73.4%
N	535	62
VERY LITTLE INFO	12.5%	7.3%
N	98	6
SOME INFO	14.1%	9.6%
N	111	8
GREAT DEAL OF INFO	5.4%	9.7%
N	43	8
Column Total	100.0%	100.0%
N	786	84

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Appendix
Navy-wide Personnel Survey
1992

Navy-wide Personnel Survey 1992

Navy Personnel Research and Development Center
San Diego, CA 92152-6800

"We need to know. . . ."

Are you satisfied with your detailer, your job?

Is your current assignment what you wanted?

How about your leaders?

What about your training?

Do you shop the Exchange?

. . . and more!



VADM Zlatoper

Chief of Naval Personnel, Washington, D. C. 20370-5000

RCS 1000-13



PRIVACY ACT STATEMENT

Public Law 93-579, called the Privacy Act of 1974, requires that you be informed of the purposes and uses to be made of the information collected. Navy Personnel Research and Development Center may collect the information requested in the Navy-wide Personnel Survey, 1992, under the authority of 5 United States Code 301.

The information collected in the questionnaire will be used to evaluate existing and proposed Navy personnel policies, procedures, and programs.

Providing information in this form is completely voluntary. The information you choose to provide will NOT become part of your permanent record and will NOT be used to make decisions about you which will affect your career in any way. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. Failure to respond to any of the questions will NOT result in any penalties except possible lack of representation of your views in the final results and outcomes.

Report Control Symbol for this survey is 1000-13.

Important Instructions

You have been randomly selected by computer to take part in this survey. Your participation is voluntary. Please take the time to give careful, frank answers. It should take about thirty minutes to complete the survey.



CORRECT MARK:



INCORRECT MARKS:



Do not use ink, ballpoint or felt tip pens.
Make black marks that fill the circle.
Erase cleanly any changes you wish to make.
Do not make any stray marks on this form.

1. Print the required information in each row of boxes provided. Blacken the corresponding circle under the number or letter you printed.

EXAMPLE

If you are a Chief Petty Officer, Petty Officer or an officially **DESIGNATED STRIKER** (qualified to wear the striker rating badge) what is your general rating?

- ☐ Does not apply/I am an officer
- ☐ Not rated/not designated striker

	F	C
A	A	A
B	B	B
C	C	C
D	D	D
E	E	E
F	F	F
G	G	G
H	H	H
I	I	I
J	J	J
K	K	K
L	L	L
M	M	M
N	N	N
O	O	O
P	P	P
Q	Q	Q
R	R	R
S	S	S
T	T	T
U	U	U
V	V	V
W	W	W
X	X	X
Y	Y	Y
Z	Z	Z

2. Blacken the corresponding circle next to the answer you selected.

EXAMPLE

What is your favorite color?

- ☐ Red
- ☒ Blue
- ☐ Green
- ☐ Purple

You will also be given the opportunity to make written comments after each major section of the survey, as well as general comments at the end of the survey.

If you have questions, you may contact:



Mary Quenette
(619) 553-9233
DSN 553-9233

Please complete the survey within the next **FIVE** days. When you have completed it, return it in the enclosed envelope to:

Navy Personnel Research and Development Center
San Diego, CA 92152-6800

Thank you for your time and effort!

mpgs

NAVY-WIDE PERSONNEL SURVEY 1992 - TOTAL PERCENTAGES, OFFICERS

BACKGROUND

Personal

1. What is your gender?

86.4% Male
13.6 Female

2. What is your racial background?

91.5% White
4.5 Black/African American
2.3 Asian
.3 American Indian
1.5 Other

3. What is your ethnic background?

1.1% Mexican, Chicano, Mexican-American
.7 Puerto Rican
.3 Cuban
1.0 Other Spanish/Hispanic
.4 Japanese
.4 Chinese
.2 Korean
.1 Vietnamese
.1 Asian Indian
1.3 Filipino
.2 Pacific Islander (Guamanian, Samoan, etc.)
.0 Eskimo/Aleut
18.4 Other not listed above
75.7 None of the above

4. What is your highest level of education?

.0% Less than high school
.4 Alternate degree/GED/home study/adult school
2.1 High school degree graduate
5.4 Some college, no degree
3.2 Associate degree or other 2 year degree
88.8 Four year college degree or more

5. What is your current marital status?

21.9% Never been married
72.6 Married
5.2 Separated/divorced
.2 Widowed

6. What is your religious preference?

33.8% Catholic
49.6 Protestant (Baptist, Methodist, Lutheran, etc.)
1.1 Jewish
.6 Orthodox churches (Greek, Russian, etc.)
.1 Muslim
.2 Buddhist
1.0 Mormon
2.8 Other religion not listed
10.8 No religious preference

7. If you have a MILITARY spouse, do either you or your spouse have any dependents (Dependents are defined as persons enrolled in DEERS)? (SELECT AS MANY AS APPLY.)

86.6% Does not apply/no spouse/spouse is nonmilitary
4.7 No, neither of us has any dependents enrolled in DEERS
9.5 Dependent child(ren) living with one or both of us
1.3 Dependent child(ren) not living with either or both of us
.0 Legal ward(s) living with one or both of us
.1 Dependent parent(s) or other relative(s)

If you have a MILITARY spouse, fill in circle 0 and skip to Question 9.

8. Do you have any dependents (Dependents are defined as persons enrolled in DEERS)? (SELECT AS MANY AS APPLY.)

26.1% No, I have no dependents enrolled in DEERS
63.6 Spouse (nonmilitary)
51.4 Dependent child(ren) living with me
7.7 Dependent child(ren) not living with me
.1 Legal ward(s) living with me
.6 Dependent parent(s) or other relative(s)

9. How many of your children enrolled in DEERS under the age of 21 live in your household?

45.5% I have NO children/NO children under 21 years of age currently living in my household.

AGE GROUP OF CHILDREN	NUMBER OF CHILDREN IN AGE GROUP			
a. Under 6 weeks	1.1%	.1		
b. 6 wks through 12 mos	5.5	.2		
c. 13 through 24 mos	6.4	.2		
d. 25 through 35 mos	6.6	.2		
e. 3 yrs through 5 yrs	13.2	2.1		
f. 6 through 9 yrs	13.7	4.1	.1	
g. 10 through 12 yrs	11.2	1.6	.1	
h. 13 through 15 yrs	8.7	1.5	.1	.1
i. 16 yrs to under 21 yrs	8.2	2.2	.2	.1

If you have NO SPOUSE, fill in circle O and skip to Question 13.

10. Is your spouse employed full time or part time?

42.3% Does not apply/spouse is not employed

38.5 Full time

19.1 Part time

11. What is your spouse's employment situation?

6.9% Military

5.3 Federal civil service

41.6 Civilian job

3.9 Self-employed at home

32.8 Not employed by choice

6.0 Not employed, but actively job hunting

3.5 Not employed for other reasons (for example, medical reasons)

12. My spouse's contribution to our family income, relative to my contribution (excluding children's income) is:

40.2% None, my spouse is not employed

41.3 Half or less than half of my contribution

7.3 About three-fourths of my contribution

7.5 About equal to my contribution

3.7 Greater than my contribution

13. Are you accompanied by your dependents on your present assignment?

→ 27.1% Does not apply/no dependents

→ 67.7 Accompanied

→ .7 Temporarily unaccompanied (Dependents will join me later)

→ .2 Permanently unaccompanied because it was required for the billet

→ .2 Permanently unaccompanied because dependents were not command sponsored (overseas tour)

4.1 Permanently unaccompanied by choice

If you selected any of these responses to Question 13, fill in circle O and skip to Question 15.

Answer Question 14 only if you are PERMANENTLY UNACCOMPANIED BY CHOICE (selected the last answer to Question 13). Otherwise skip to Question 15.

14. Which of the following reasons best describes why you are permanently unaccompanied by your dependents? (YOU MAY SELECT UP TO THREE RESPONSES.)

40.7% Spouse employment

38.6 Home ownership at last duty station

5.7 Availability of military family housing

12.1 Availability/cost of civilian housing

26.5 Children's schools

10.9 Ties to the community

5.1 Costs associated with moving

10.9 Work schedule of member

1.4 Availability of health care and education services for special needs

1.9 Availability of activities/facilities for family members/child care

3.2 Inadequate time to make moving arrangements

8.0 Length of new duty assignment

40.7 Other _____

15. Which of the following describes the place where you now live?

16.2% Military family housing

.6 Government-leased housing in the civilian community

37.4 Personally-owned housing in the civilian community

37.3 Personally-rented housing in the civilian community

.2 Personally-rented space to park mobile home owned by service member

3.4 Shared rental housing in the civilian community

1.3 On a ship

2.9 Bachelor's Quarters (BQ)

.6 Other (PLEASE DESCRIBE) _____

Career

16. What is your current military status?

78.0% USN

18.7 USNR

3.1 USNR (TAR)

.2 USNR (265/TEMAC/Canvasser Recruiter/
ACDUTRA)

17. How long have you been on active duty in the Navy?

Years Months

0 0

0 0

1 1

1 1

2 2

2

3 3

3

4 4

4

5

5

6

6

7

7

8

8

9

9

Less than 1 year 1.2%

1 year to less than 3 11.2

3 years to less than 5 12.6

5 years to less than 10 22.6

10 years to less than 15 17.9

15 years to less than 20 18.4

20 years to less than 25 11.1

25 years or more 5.0

18. Are you serving your initial enlistment? (Count extensions, if any, as initial enlistment.)

77.8% Does not apply/I entered the Navy as an officer

1.4 Yes

20.8 No

19. How long is/was your initial enlistment?

75.8% Does not apply/I entered the Navy as an officer

1.6 2 years

1.8 3 years

12.7 4 years

1.1 5 years

6.9 6 years or more

20. What is your pay grade?

E-1 2.1% W-2 7.4 O-1

E-2 1.3 W-3 10.4 O-2

E-3 .7 W-4 27.4 O-3

E-4 .0 W-5 19.8 O-4

E-5 11.6 O-5

E-6 3.6 O-1E 5.4 O-6

E-7 3.2 O-2E

E-8 7.1 O-3E

E-9

21. How long have you been in your current paygrade?

Years Months

0 0

0 0

1 1

1 1

2

2

3

3

4

4

5

5

6

6

7

7

8

8

9

9

Less than 6 months 9.7%

6 mos to less than 1 year 11.9

1 year to less than 2 26.7

2 years to less than 3 14.9

3 years to less than 5 20.9

5 years to less than 7 11.7

7 years to less than 10 3.0

10 years or more 1.2

22. If you are a Chief Petty Officer, Petty Officer, or an officially DESIGNATED STRIKER (qualified to wear the striker rating badge), what is your general rating?

☐ Does not apply/I am an officer

☐ Not rated/not designated striker

A A A

B B B

C C C

D D D

E E E

F F F

G G G

H H H

I I I

J J J

K K K

L L L

M M M

N N N

O O O

P P P

Q Q Q

R R R

S S S

T T T

U U U

V V V

W W W

X X X

Y Y Y

Z Z Z

ROTATION/PCS MOVES

If you are E-3 or below, fill in circle O and skip to Question 40.

31. Have you heard of the BUPERS ACCESS computer bulletin board system?

50.4% Yes

49.6 No

32. If you have used the BUPERS ACCESS computer bulletin board system (or if someone else operated it for you), please rate the system using the following scale.

	Strongly disagree	Disagree	No opinion	Agree	Strongly agree
a. Have not used	20.6%	1.4	32.0	5.9	40.1
b. The system is easy to use	1.7	3.9	47.4	37.4	9.5
c. The system gave me the information I needed	2.6	7.4	47.1	34.6	8.2
d. The system made it easier to communicate with my detailee	3.8	6.9	66.4	16.3	6.6
e. The system has reduced the number of calls I make to my detailee	6.7	11.4	61.4	13.7	6.9

33. How effective do you feel each of the following methods are for interacting with your detailee?

	Don't know/never use it	Very ineffective	Ineffective	Neither	Effective	Very effective
a. Preference Card or 1306-63	15.2%	7.8	15.3	17.8	38.8	5.1
b. Letter or 1306/7	36.5	4.2	7.2	12.9	32.3	6.9
c. Telephone	7.1	2.6	3.6	4.1	43.0	39.6
d. Personal visit	34.6	1.3	1.3	2.8	16.7	43.4
e. Detailee field trip	27.6	3.0	5.7	11.9	33.1	18.6
f. BUPERS ACCESS	77.8	1.3	2.0	10.4	7.0	1.6
g. Naval message	59.1	2.3	4.1	10.4	17.7	6.5

34. If you have NOT used night detailing (2nd and 4th Wednesdays until 2200) to contact your detailee, why not?

11.1% Does not apply/I have used it

42.5 I have never heard of it

8.0 I was unaware of days and time night detailing is available

30.5 Normal detailing hours are sufficient

.1 I am not allowed to break away from work

1.9 Detailee on duty is not my detailee, unable to help me

.3 I am unable to access BUPERS by telephone

5.6 Other _____

35. If you have formed an opinion of your current detailee, evaluate your detailee in the areas listed below. If not, please evaluate your former detailee.

	Very negative	Negative	Neutral	Positive	Very positive
a. Knowledge of current policy trends	16.8%	1.4	3.6	19.3	37.7
b. Knowledge of available billets	12.0	2.7	7.1	17.1	35.8
c. Knowledge of requirements and duties of billets	13.2	3.0	6.8	20.9	35.4
d. Knowledge of my career development needs	12.8	5.0	7.9	22.6	30.9
e. Regard for my personal desires	11.3	9.0	10.1	20.2	28.6
f. Returning phone calls	21.1	7.0	9.3	19.5	23.6
g. Knowledge of previous communications	16.9	4.5	6.8	21.2	31.6
h. Providing accurate information	12.1	5.1	8.6	20.2	34.2
i. Responding to correspondence	39.3	2.8	3.9	19.2	20.0
j. Accessibility	10.8	5.4	11.8	20.6	32.8

36. When you call your detailee, how long are you USUALLY on hold?

13.3% Does not apply/have not called detailee

9.1 No delay

42.8 Less than 5 minutes

26.7 5 minutes to less than 15

6.2 15 minutes to less than 30

1.8 30 minutes or more

37. Keeping in mind your sea/shore rotation pattern, is your current assignment what you wanted?

- 48.7% Yes, exactly what I wanted
- 33.9 Yes, close to what I wanted
- 11.6 No, not really what I wanted
- 5.8 No, not even close to what I wanted

38. If your current assignment is NOT what you wanted, why not? (YOU MAY SELECT UP TO THREE ANSWERS.)

- 69.7% Does not apply/I am satisfied with my current assignment
- 2.5 It's not what I was trained for (outside my rating or designator)
- 5.7 It's not career-enhancing, no advancement possibilities
- 1.0 It's sea duty and I wanted shore duty
- 1.8 It's shore duty and I wanted sea duty
- 10.4 Not the billet I wanted
- 8.5 Not the type of aircraft or ship or activity I wanted
- 5.5 It's in a high cost area
- 9.1 Don't like the geographical location
- 1.3 It's overseas
- 3.4 It resulted in family separation
- 2.4 Family Support services, housing, recreational facilities or medical facilities are unavailable or inadequate
- 3.9 The surrounding community is not satisfactory
- 2.0 Don't like the climate
- 4.6 Other _____

39. Are you aware of the Overseas Tour Extension Incentives Program (OTEIP)?

- 23.8% Yes
- 76.2 No

Comments about Rotation/PCS Moves

Use the space below to make any comments you wish about rotation/PCS moves or the assignment process. If you need more space use the back page of the questionnaire.

Training

If you entered the Navy as an officer, fill in circle O and skip to Question 42.

40. What kind of training (AFTER initial recruit training) did you receive when you FIRST entered the Navy?

- 8.7% General Detail (GENDET) training (Seaman/Fireman/Airman/Apprenticeship training)
- 74.3 "A" School training
- 16.9 Other _____

41. How much do you AGREE or DISAGREE with the following statements?

	Does not apply	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. The FIRST skills training I received was for the type of work I wanted to do	5.0%	7.4	7.1	7.6	36.9	36.1
b. The FIRST skill training I received gave me the skills, knowledge, and abilities I wanted/needed	4.9	6.6	5.8	9.7	46.2	26.8
c. The overall quality of the FIRST skills training I received was good	4.7	2.6	4.8	9.1	48.1	30.5
d. I considered leaving the Navy because I did not get the skills training I wanted when I wanted/needed it	35.4	33.0	16.3	7.0	5.0	3.4

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Additional leadership training is needed for					
a. E-1 through E-3	4.9%	22.2	34.1	23.6	15.3
b. E-4 through E-6	.8	3.6	12.4	42.8	40.3
c. E-7 through E-9	.9	7.9	20.5	39.4	31.3
d. Warrant Officers	2.8	13.1	40.5	27.3	16.2
e. O-1 through O-4	1.2	6.2	13.3	41.0	38.2
f. O-5 and O-6	3.1	13.7	34.5	27.9	20.8
g. O-7 and above	5.9	15.2	47.5	15.8	15.7

23.7%	Have not attended any Navy leadership courses
17.5	Basic Division Officers Course
2.6	Advanced Division Officers Course
4.6	Command Excellence Seminar
5.9	SWO/Submarine Department Head School
35.9	LMET
2.0	NAVLEAD (LPO/CPO)
7.8	Other (DO NOT INCLUDE TQL COURSES)

21.7%	Does not apply/have not had leadership training
2.9	Very poor
5.9	Poor
26.1	Fair
29.9	Good
13.5	Very good

21.0%	Does not apply/have not had leadership training
6.2	None
47.7	Some
21.6	Most
3.5	All

Use the space below to make any comments you wish about training. If you need more space use the back page of the questionnaire.

QUALITY OF LIFE PROGRAMS

Voluntary Education

46. What is the ONE most important reason for you to pursue a college education (including undergraduate or graduate degrees)?

44.1% Personal goals/satisfaction

15.7 Improve my chances for promotion/ advancement in the military

6.1 Improve my effectiveness in my current military job

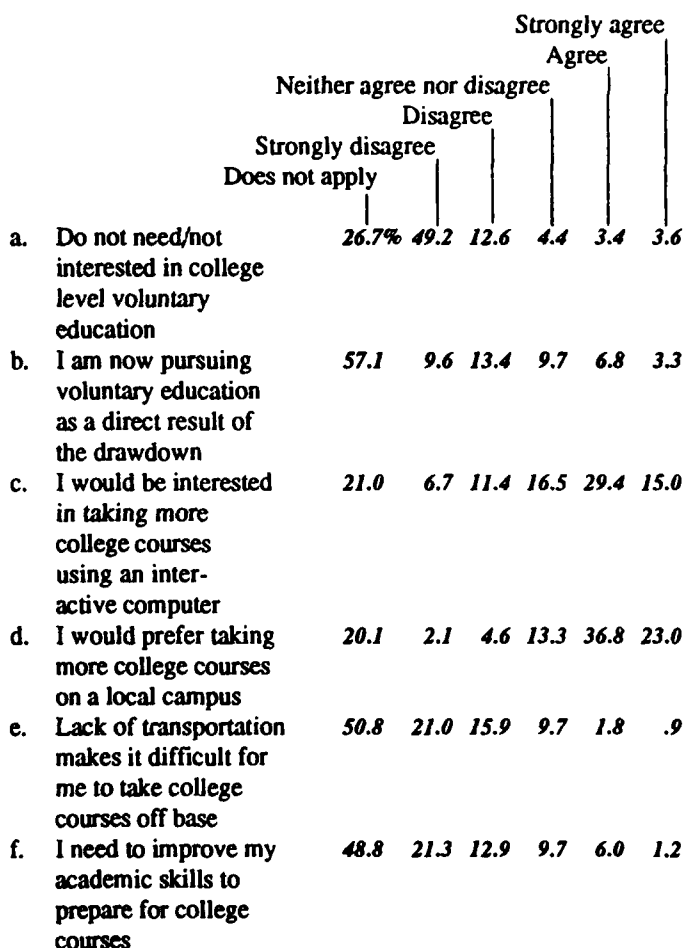
25.4 Improve my marketability for a future civilian career

1.5 Qualify for an officer commissioning program (e.g., NCP, MCP, ECP, EEAP)

1.5 Other _____

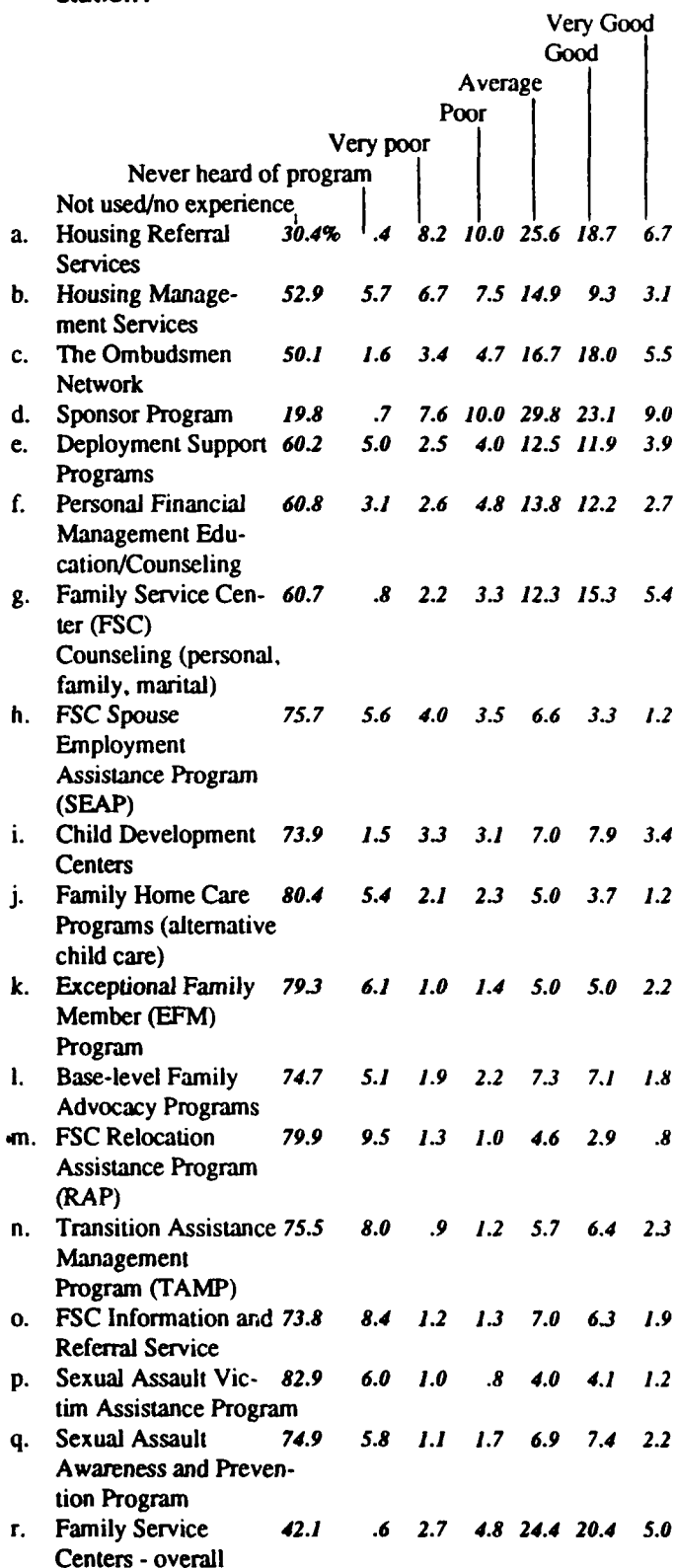
5.7 None, do not need/not interested in college level voluntary education

47. How much do you AGREE or DISAGREE with each of the following statements?



Family Support Programs

48. How do you rate the quality of each of the Family Support programs/services at your present duty station?



49. How much do you AGREE or DISAGREE with the statements that follow about Family Support programs/services you have used while you have been in the Navy. For a brief listing of services, see Question 48.

	Does not apply/have not used	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Navy Family Support services improve the quality of life for me (my family)	51.8	2.9	6.1	16.4	20.1	2.7
b. Family Support services have had a positive impact on my decision to remain in the Navy	50.9	9.9	12.0	20.5	5.6	1.1
c. Family Support services have had a positive influence on my family's support for my decision to remain in the Navy	54.6	9.6	11.0	19.2	4.8	.7
d. I am satisfied with the quality of Family Support services in the Navy	45.6	4.2	8.5	16.8	22.6	2.4
e. I am satisfied with the availability of Family Support services in the Navy	43.1	4.0	8.5	15.3	25.7	3.3
f. Family Support services have helped me to do my job better	48.0	8.1	9.8	18.7	12.5	2.9

Child Care

If you have NO CHILDREN WHO REQUIRE CHILD CARE, fill in circle 0 and skip to Question 57.

50. Does your spouse take care of your child(ren) during your regular work day/shift?

2.9% No spouse
62.4 Yes
34.7 No

If your spouse takes care of your child(ren) during your regular work day/shift, fill in circle 0 and skip to Question 57.

51. What types of child care have you had to obtain within the last 6 months to meet your job requirements?

12.5% Does not apply/have no child care need
49.3 All-day care for pre-school age
32.1 Before school or after school
1.3 Overnight care
.4 Duty days (24-hour care)
.4 When ship goes out for local operations (2-3 days continuously)
4.2 Other _____

52. Who is the primary caretaker for your youngest child during your regular work day/shift? (SELECT ONE.)

10.5% Military Child Development Center
5.4 Base-operated family home care program
32.2 Private licensed facility
14.5 Civilian operated family home care
9.7 At-home employee (nanny, au pair, etc.)
9.8 Relative/older siblings
6.5 Friend
8.4 Other _____
3.0 I currently have no arrangements/I have a child care problem

53. If you are not using military child care centers or family home care, why not? (SELECT ONE)

- 18.3% Does not apply/I am using such care
- 21.8 Don't need it/have other arrangements
- 6.5 Service is not available/I am not aware of such service
- 14.0 Center and family home care have a waiting list
- 19.3 Location of center is not convenient
- 7.4 Quality of care available is substandard
- 3.1 Restricted hours/no overnight care
- 3.0 Too expensive
- 6.6 Other _____

54. Do you feel that child care needs interfere with your ability to perform your job?

- 19.8% Never
- 36.3 Rarely
- 38.7 Sometimes
- 4.1 Often
- 1.1 Very often

55. In what way do child care needs interfere with your performance? (SELECT THE ONE MOST IMPORTANT.)

- 32.6% Does not apply/does not interfere
- 8.9 Distractions while on duty
- 8.0 Miss work
- 4.7 Late for work
- 17.0 Must leave early
- 2.4 Limits billet choices
- 1.5 Needs cause friction with co-workers/supervisors
- 19.8 Raises general stress level/anxiety
- 5.2 Other _____

56. How much do you AGREE or DISAGREE with the following statements?

- | | Does not apply/have not used | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|------------------------------|-------------------|----------|----------------------------|-------|----------------|
| a. I am satisfied with my current child care arrangements | 3.5% | 4.7 | 11.5 | 5.8 | 46.1 | 28.4 |
| b. The availability of the Navy-sponsored child care that I have experienced is a positive influence on my decision to stay in the Navy | 33.0 | 26.0 | 13.1 | 17.1 | 8.3 | 2.6 |

Morale, Welfare and Recreation (MWR)/Housing

57. How much do you AGREE or DISAGREE with the following statements?

- | | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|-------------------|----------|----------------------------|-------|----------------|
| a. My present living conditions are having a positive effect on my job performance | 3.7% | 8.2 | 22.3 | 42.9 | 23.0 |
| b. My present living conditions are having a positive effect on my decision to stay in the Navy | 7.0 | 14.8 | 39.2 | 25.0 | 14.0 |
| c. Overall, I am satisfied with my quality of life | 3.4 | 10.2 | 10.5 | 53.8 | 22.1 |

If you are NOT CURRENTLY stationed aboard ship, fill in circle O and skip to Question 60.

58. How much do you AGREE or DISAGREE with the following statements?

- | | Does not apply | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|--|----------------|-------------------|----------|----------------------------|-------|----------------|
| a. My quality of life on board ship would be greatly reduced if I could not regularly participate in the recreation programs | 8.7% | 3.3 | 8.1 | 20.2 | 33.6 | 26.0 |
| b. My current job gives me adequate time to regularly participate in recreation programs while underway and/or in port | 1.6 | 36.8 | 26.2 | 7.1 | 23.5 | 4.8 |
| c. Crew morale is enhanced by a strong shipboard recreation program | 1.4 | 4.0 | 5.2 | 8.8 | 39.6 | 41.0 |

59. How often do you utilize shipboard fitness facilities each week?

- 24.3% Not at all
 18.0 Less than one hour per week
 30.0 1 hour to less than 4 hours per week
 18.3 4 hours to less than 7 hours per week
 9.3 7 or more hours per week

Navy Exchange

The following questions apply to the NAVY EXCHANGE ONLY, not the Commissary.

60. How often do you shop at the Navy Exchange?

- 5.2% Do not shop at the Navy Exchange
 15.3 Less than once a month
 13.7 Once a month
 27.5 Twice a month
 26.3 Once a week
 12.0 More than once a week

61. Which of the following do you buy at the Navy Exchange MORE OFTEN than at civilian retail stores? (SELECT AS MANY AS APPLY.)

- 5.7% Do not shop at the Navy Exchange
 51.1 Health and beauty products
 43.1 Housewares, small appliances
 13.6 Computers, office equipment, office furniture, telephones
 37.3 Electronics, television sets, VCR equipment, stereos
 28.1 Toys, sporting goods, bikes
 23.7 Jewelry, watches
 24.1 Sheets, pillowcases, towels
 32.4 Men's clothing
 18.3 Women's clothing
 19.8 Children's clothing
 12.2 Other _____
 10.9 None of the above

62. How much do you AGREE or DISAGREE with the following statements about the Navy Exchange?

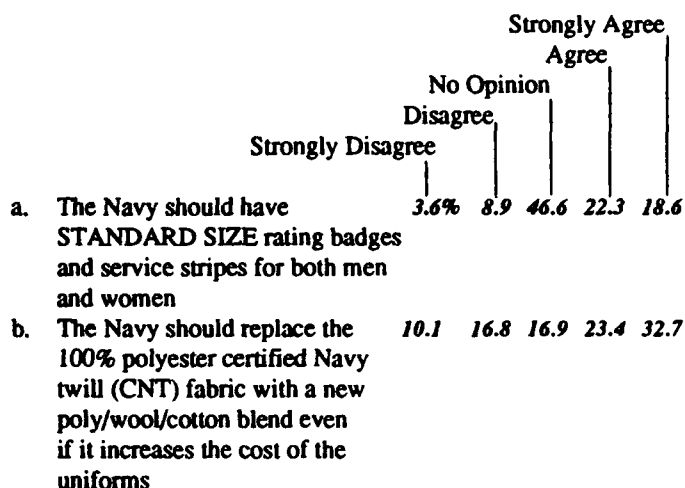
	Does not apply/ do not shop Exchange	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. My Navy Exchange benefit is important to me	2.5%	4.2	7.1	11.4	38.5	36.3
b. Customer service at the Navy Exchange is good	2.9	9.0	15.5	17.6	44.8	10.2
c. The Navy Exchange has better prices than civilian stores	2.1	12.6	20.8	23.1	33.5	7.9
d. The Navy Exchange carries the type of merchandise I usually shop for	2.2	8.5	20.7	23.8	40.7	4.2
e. The Navy Exchange usually carries merchandise in my price range	2.3	3.7	6.9	16.1	63.2	7.9
f. The Navy Exchange provides a pleasant environment in which to shop	2.4	4.0	8.2	19.5	54.3	11.5

63. Please provide an overall rating of the Navy Exchange.

- 2.9% No opinion/do not shop at the Navy Exchange
 9.9 Poor
 24.2 Fair
 35.3 Good
 22.1 Very good
 5.5 Excellent

Navy Uniforms

64. How much do you **AGREE** or **DISAGREE** with the following statements about Navy uniforms?



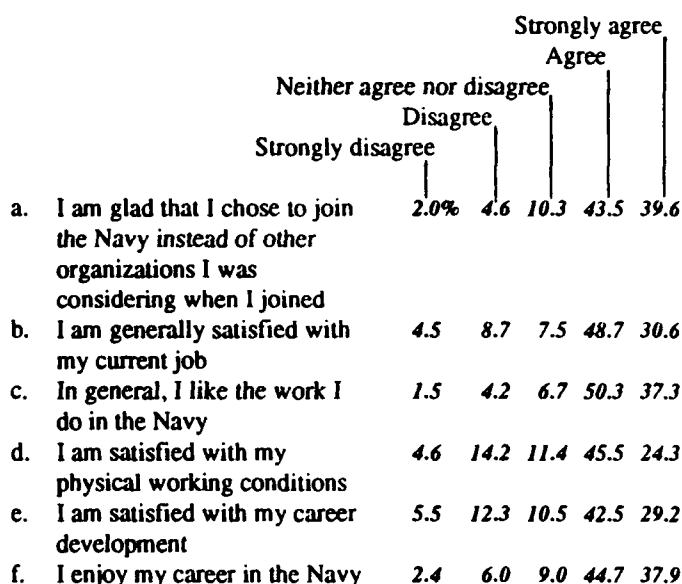
Comments about Quality of Life

Use this space to make any comments you wish about your quality of life, including voluntary education, Family Support programs, child care, housing, Morale, Welfare, and Recreation programs, Navy Exchanges, and Navy uniforms. If you need more space use the back page of the questionnaire.

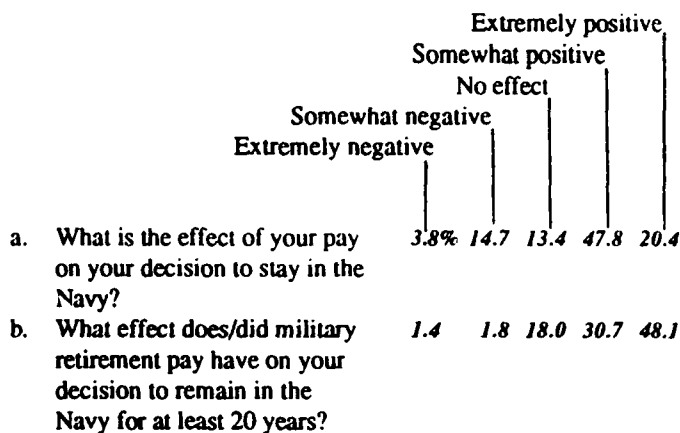
ORGANIZATIONAL CLIMATE

Job Satisfaction

65. How much do you **AGREE** or **DISAGREE** with the following statements?



66. What is the effect of the following on your decisions?



67. What effect will retention incentives (e.g., SRB, ACP, NOIP) have on your next decision to remain in the Navy?

66.8% Does not apply
 .5 Extremely negative
 .8 Somewhat negative
 10.5 No effect
 12.0 Somewhat positive
 9.4 Extremely positive

68. What are your Navy career plans?

34.9% Definitely decided to stay in the Navy at least until eligible to retire
 14.6 Probably stay in the Navy at least until eligible to retire
 17.2 Don't know if I will stay in the Navy until eligible to retire
 8.5 Probably not stay in the Navy until eligible to retire
 8.8 Definitely not stay in the Navy until eligible to retire
 4.0 Eligible to retire now and have decided to leave
 11.8 Eligible to retire now but have made no decision to leave

Leadership

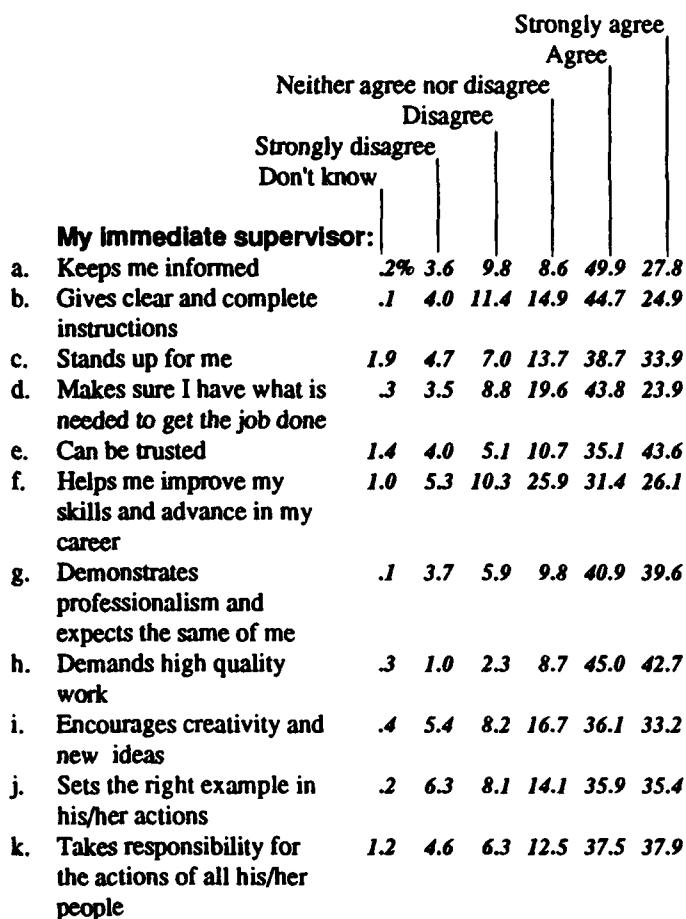
69. How much do you AGREE or DISAGREE with the following statements?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Decisions are made at the appropriate level in my Command	.7%	9.1	19.3	10.1	48.8
b. I usually receive command support for the decisions that I make	.8	3.4	7.5	13.3	52.6
c. I am satisfied with the quality of leadership in my command	.1	9.2	15.1	14.0	41.3
d. My chain of command is willing to listen and respond appropriately to my problems	.8	4.9	9.7	14.8	45.2
e. My work group is willing to listen and respond appropriately to my problems	3.0	1.8	4.0	17.7	51.6
f. I am allowed to exercise the responsibilities of my job	.2	4.4	8.6	9.6	46.1

70. Who is your immediate supervisor?

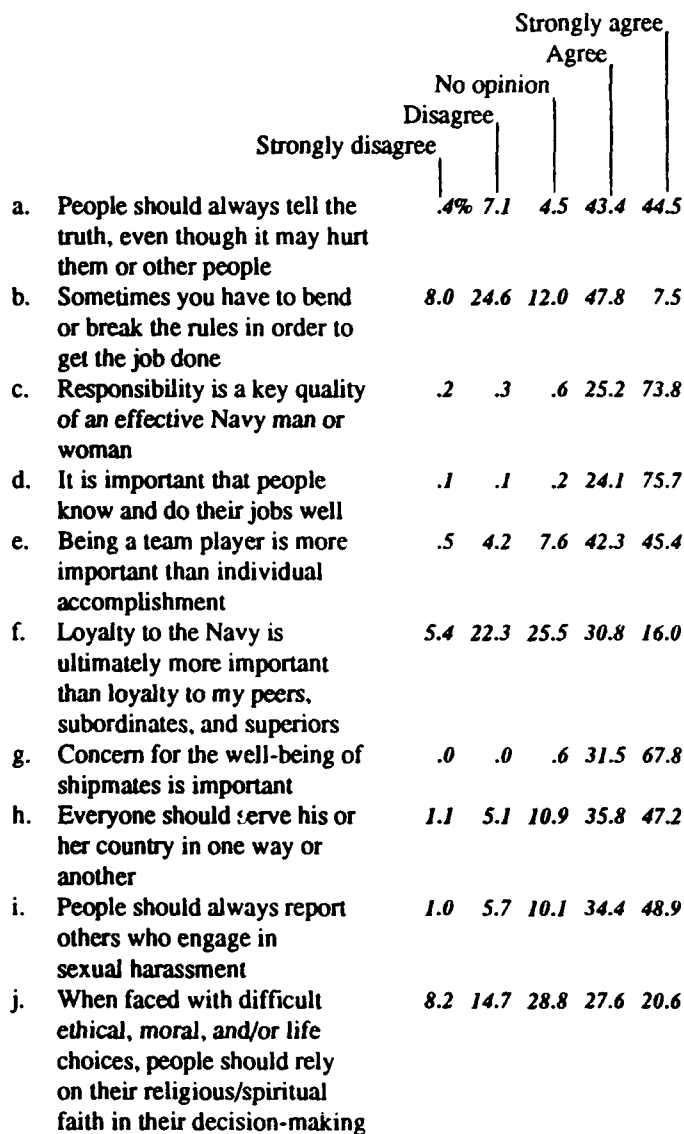
46.6% Department Head
 7.2 Division Officer
 CPO
 .1 LPO
 25.7 CO/XO
 20.5 Other _____

71. How much do you AGREE or DISAGREE with the following statements about your IMMEDIATE SUPERVISOR?



Navy Core Values

72. How much do you AGREE or DISAGREE with the following statements?



73. How much do you AGREE or DISAGREE with the following statements?

	Strongly disagree	Disagree	No opinion	Agree	Strongly agree
It is important to me to:					
a. Be honest	.0%	.0	.3	19.6	80.1
b. Behave in an honorable manner	.0	.1	.3	18.6	81.0
c. Be a responsible person	.0	.0	.0	16.4	83.5
d. Be competent	.0	.2	.2	17.4	82.4
e. Be a good team member	.1	.5	2.5	31.4	65.5
f. Be loyal to the Navy	.4	1.2	8.3	39.8	50.2
g. Show concern for people	.1	.1	1.0	24.6	74.3
h. Be patriotic	.2	.7	5.0	32.9	61.2
i. Be courageous	.1	.7	4.9	33.4	60.9
j. Use my religious/spiritual faith as guidance in my decision-making	8.7	11.8	27.6	24.9	26.9

74. In which of these courses/classes have you had Navy Core Values education? (SELECT AS MANY AS APPLY.)

34.5%	Does not apply/have not had any Core Values education
19.6	Basic Division Officers Course
2.7	Advanced Division Officers Course
6.5	Command Excellence Seminar
3.9	SWO/Submarine Department Head School
25.1	LMET
3.5	NAVLEAD (LPO/CPO)
23.8	Equal Opportunity Training
15.9	Other _____

Equal Opportunity (EO)

Equal opportunity means that Navy men and women have an equal chance to serve, learn, and progress, regardless of their gender, race, or ethnicity.

75. How much do you AGREE or DISAGREE with the following statements?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I feel my work assignments are fair	.7%	2.9	4.7	53.5	38.1
b. My immediate supervisor treats me fairly	1.4	3.4	5.8	44.7	44.7
c. My Commanding Officer (CO) actively supports equal opportunity	.7	1.3	8.2	33.6	56.2
d. My Executive Officer (XO) actively supports equal opportunity	.4	1.9	10.6	33.6	53.6
e. I think something is being done to improve equal opportunity in the Navy	1.0	3.3	12.1	48.0	35.7
f. The chain of command is an effective way to resolve equal opportunity problems	1.1	3.9	11.5	46.4	37.1
g. I feel if I went to Captain's Mast I would receive fair and equitable treatment	1.2	2.9	15.2	38.9	41.7
h. I feel that everyone is treated equally when it comes to promotions and advancements	7.7	18.5	14.0	34.3	25.4
i. At my command, decisions about reenlistment eligibility are fair	.5	1.1	26.9	37.5	34.0
j. Gender discrimination is not tolerated at my command	1.3	2.8	12.4	35.3	48.1
k. Racial discrimination is not tolerated at my command	.7	1.6	6.6	34.8	56.3

Fraternization

Fraternization is defined as "any personal relationship ... which is unduly familiar and does not respect differences in rank and grade."
Fraternization may involve an officer and an enlisted. It may also involve two officers or two enlisted where a senior-subordinate supervisory relationship exists.

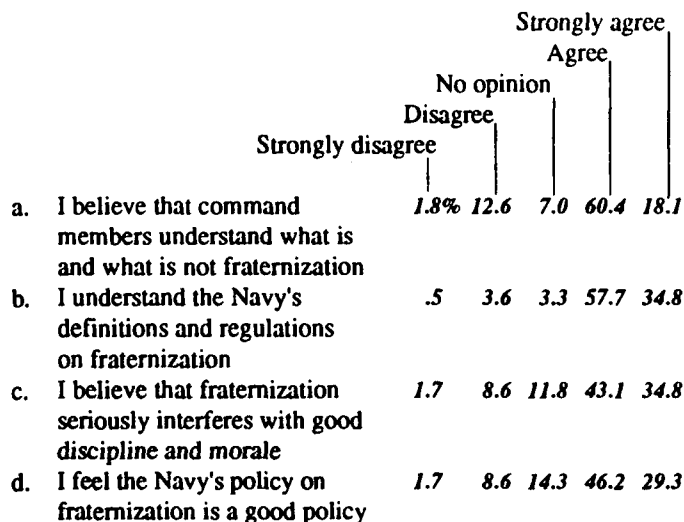
76. Have you received training on the subject of fraternization within the past 12 months?

75.1% Yes
 24.9 No

77. Please provide an overall evaluation of the fraternization training you have had in the past 12 months.

24.5% Have not received training in the past 12 months
 2.0 No opinion
 1.7 Very poor
 4.5 Poor
 20.1 Neutral
 39.9 Good
 7.3 Very good

78. How much do you AGREE or DISAGREE with the following statements?



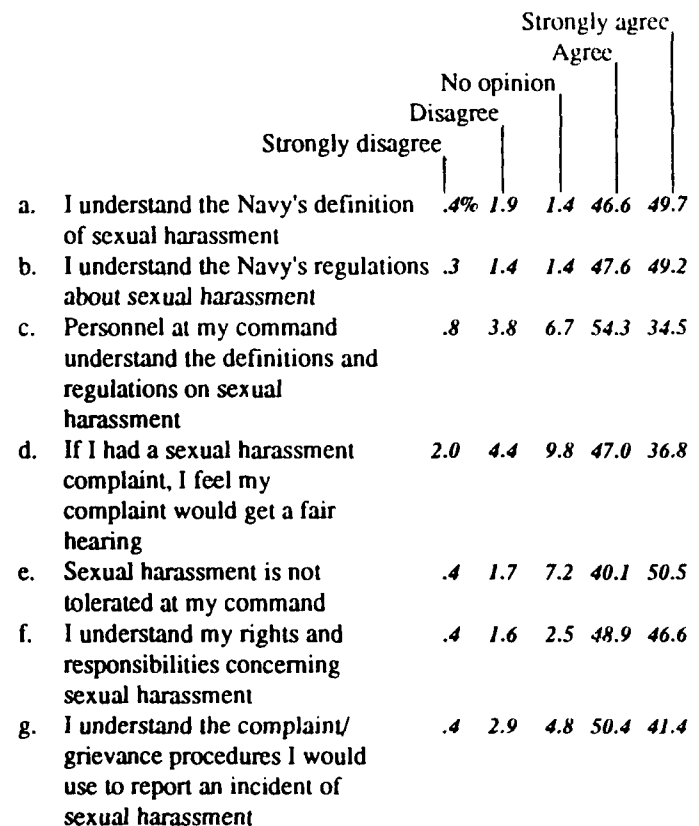
Sexual Harassment

Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Both men and women can be victims of sexual harassment; both women and men can be sexual harassers; people can sexually harass persons of their own sex.

79. Have you received formal sexual harassment prevention training in the past 12 months (including the Sexual Harassment Stand Down Training)?

98.9% Yes
 1.1 No

80. Based on the recent Sexual Harassment Stand Down and other training, how much do you AGREE or DISAGREE with the following statements on sexual harassment?



12.3 Strongly agree

Use this space to make any comments you wish about organizational climate, including job satisfaction, leadership, Navy Core Values, EO issues, fraternization, and sexual harassment (between members of opposite sex or same sex). If you need more space, use the back page of the questionnaire.

Navy Drug and Alcohol Program Policies

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree
Don't know

- | | | | | | | | |
|----|---|------|-----|-----|------|------|------|
| a. | The Navy's zero-tolerance policy on illegal drug use is a good policy | .1% | .1 | .6 | .7 | 13.5 | 85.0 |
| b. | At my command, enforcement of drug regulations is fair to all members | 2.4 | .4 | .7 | 2.8 | 25.1 | 68.7 |
| c. | I understand the Navy's policy on alcohol abuse | .5 | .3 | 1.8 | 2.2 | 36.1 | 58.5 |
| d. | The Navy's policy on alcohol use and abuse is a good policy | 1.2 | 1.0 | 2.3 | 5.9 | 34.9 | 54.7 |
| e. | At my command, enforcement of regulations on the use of alcohol is fair to all members | 4.1 | 1.4 | 4.0 | 8.5 | 35.2 | 46.7 |
| f. | My command has strong drug and alcohol abuse prevention programs | 5.2 | 1.6 | 8.5 | 19.9 | 33.4 | 31.4 |
| g. | My command provides a supportive aftercare environment for members who have completed a program of counseling or rehabilitation | 19.3 | 1.8 | 5.0 | 22.9 | 28.0 | 23.0 |
| h. | The Navy's policies on alcohol and other drugs make the Navy a better place to live and work | .5 | .3 | 1.3 | 5.5 | 33.0 | 59.5 |

Health Promotion Programs

83. How much do you AGREE or DISAGREE with the following statements about health promotion programs?

	Don't know	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. The current physical readiness test standards are a good measure of physical fitness	.5%	15.9	30.5	10.5	36.0	6.5
b. My command supports exercise programs to maintain physical standards	1.0	6.2	11.8	11.5	46.1	23.3
c. The current body fat standards are applied fairly at my command	2.8	6.0	10.6	12.1	48.4	20.1
d. My command supports individuals in a remedial program to return to body fat standards	7.6	2.5	6.6	12.5	50.4	20.5
e. Command-sponsored dining facilities make available fruit, vegetables, low fat meat, and dairy food choices and nutrition information	21.0	8.1	12.2	19.7	28.6	10.4
f. Stress management information and stress reduction programs are available at my command	17.1	8.8	17.7	17.0	31.5	7.8
g. I am aware of my own risk potential for high blood pressure	2.9	1.3	4.3	6.8	54.2	30.4
h. Suicide awareness/prevention/intervention programs are available at my command	19.5	3.5	9.6	16.0	39.3	12.0
i. My command promotes a tobacco-free environment	.9	7.3	11.8	9.5	42.5	28.1
j. Information on the effects of cigarettes and smokeless tobacco is available at my command	11.3	3.4	6.2	11.5	47.5	20.1
k. At my command, programs are available to assist individuals who desire to stop smoking	17.9	4.6	10.1	14.0	36.8	16.7
l. On-duty programs that support healthy lifestyles (e.g., NADSAP, smoking cessation classes, MWR exercise classes) are supported by my command	11.5	3.2	7.7	14.0	44.1	19.4

84. What ONE incentive/program would be most useful in your personal efforts to stop using tobacco products?

- 83.5% Does not apply/do not use tobacco products
- 2.9 Am not trying/do not plan to stop using tobacco products
- .9 Tuition/fee assistance for any certified stop-smoking clinic
- 1.1 One-time issuance of a 6 to 9 month supply of Nicorette gum
- 4.5 One-time free or subsidized supply of nicotine (anti-smoking) patches
- 5.7 Don't know which incentive would be most helpful
- 1.4 Other _____

AIDS Education

85. Have you received training specifically addressing HIV/AIDS in the past 12 months? (SELECT AS MANY AS APPLY.)

- 43.4% Yes, Navy training
- 3.1 Yes, other military service training
- 11.8 Yes, civilian (local community) training
- 49.4 No

86. How much AIDS information have you received from each of the following sources in the past 12 months?

	No experience/have not used	No information at all	Very little information	Some information	A great deal of information
a. Military classroom training	23.1%	32.6	9.3	27.5	7.5
b. Commercial media (TV, radio, newspapers, magazines)	2.1	1.2	7.9	52.4	36.4
c. Drug/alcohol counselors/training	51.8	25.8	9.2	10.5	2.7
d. Armed Forces Radio and Television	57.2	19.2	8.8	12.4	2.4
e. Chaplains	63.3	26.5	5.4	3.7	1.2
f. Training videos	47.9	21.8	6.4	19.0	4.8
g. Counseling/treatment at Sexually Transmitted Disease (STD) Clinic	76.3	16.2	2.9	3.2	1.4

Use the space below to make any comments you wish about health issues, including drug and alcohol programs, health promotion programs, or AIDS education. If you need more space, use the back page of the questionnaire.

[illegible]

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0	0	0	0	0		0	0	0	0	0	0
1	1	1	1	1		1	1	1	1	1	1
2	2	2	2	2		2	2	2	2	2	2
3	3	3	3	3		3	3	3	3	3	3
4	4	4	4	4		4	4	4	4	4	4
5	5	5	5	5		5	5	5	5	5	5
6	6	6	6	6		6	6	6	6	6	6
7	7	7	7	7		7	7	7	7	7	7
8	8	8	8	8		8	8	8	8	8	8
9	9	9	9	9		9	9	9	9	9	9

Use this space to make any comments you wish about any of the topics addressed in this survey. Use additional sheets as needed. DO NOT staple additional sheets to this booklet.

[illegible]

Thank you for completing this survey!

Distribution List

Chief of Naval Personnel (PERS-00), (PERS-00B), (PERS-00D), (PERS-013), (PERS-01JJ) (3),
(PERS-00W), (PERS-05), (PERS-2), (PERS-3), (PERS-4), (PERS-5), (PERS-6), (PERS-11)
Chief of Naval Education and Training (00), (L01) (2)
Defense Technical Information Center (DTIC) (4)